DEPARTMENT OF PERSONNEL 1990 ANNUAL REPORT

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MINISTER'S INTRODUCTION

This is the first annual report on the Public Service of the Northwest Territories. When I took on responsibility for the Personnel portfolio in March of 1990, I saw the need for some mechanism to account to the Legislative Assembly for the operation of the Department of Personnel and to provide general information on human resource management issues across the Public Service.

Legislation will be considered at the eighth session of the Eleventh Assembly (winter 1991) which will make it mandatory for the Minister of Personnel to continue the practise of reporting annually to the Assembly. This is one of the ways I will require greater public accountability by my Department.

As well, legislation approved during the Seventh Session of the Eleventh Assembly (fall 1990) expanded the staffing appeals process. Affirmative action candidates not currently employed by the government may appeal staffing decisions for positions included in the Union of Northern Workers' bargaining unit. The legislation also makes decisions of the Staffing Appeals Committee binding on the Minister of Personnel. As a result, I am confident that northerners will be treated fairly in the hiring process and that appointments to the public service will be made in a fair and equitable manner.

Many exciting things are happening in the public service to achieve a representative northern public service. The Affirmative Action Program continues to introduce large numbers of under represented northerners to government service. Eligibility for priority consideration was expanded in 1990 to include aboriginal people, indigenous non-aboriginal people, disabled residents and resident women.

A major project is underway with the Union of Northern Workers to implement pay equity in conjunction with a new job evaluation system designed to evaluate jobs fairly, according to common criteria. Plans

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ᑭᓇ ᓯᑐᓂᖅᓱᒍᓂᓄᑦ ᐊᕐᓇᑐᒃᓯᒪᓂᖅ ᐅᓂᒃᑳᕐᓗᓂᖅᓯᒪᓂᖅ ᐱᓇᓱᐊᕐᓗᓂᖅᓯᒪᓂᖅ ᑎᑭᓐᓄᑦ ᐱᓕᕆᔨᒃᑯᑦ ᓴᓇᔨᓐᓇᖅᑐᓂᖅ ᓄᓇᕗᑦ. ᑕᒪᑎᓐᓄ ᐱᓇᓱᐊᖅᑐᑦ ᑎᑎᕋᒪ ᐱᓇᓱᐊᕐᓗᒋᑦ ᒥᓂᑦᑕᐅᓂᖅ ᑲᒪᒋᔭᖅ 1990-ᒥ, ᑕᑯᓐᓄᑦ ᐊᐅᓚᓱᒃᑲᓇᕐᓂᖅ ᓴᓇᔨᓐᓇᖅᑐᓂᖅ ᓴᓇᔨᓐᓇᓕᒫᓄᑦ ᐊᒃᑕᓂᕐᓂᖅ ᐊᐅᓚᓱᒃᑲᓇᕐᓂᖅ-ᐊᖏᓂᖅ ᑕᓯᐊᕐᓇᒪᑦ. ᐊᒪᓗ ᑐᑭᓯᐊᕐᓂᕆᓂᖅ ᐱᑕᖃᓂᖅᓴᖅᓯᒪᓂᖅ ᑎᑭᓐᓄᑦ ᐃᖃᓗᐊᖅᑐᑎᒃ ᓴᓇᔨᓐᓇᖅᑐᓂᖅ ᐊᐅᓚᓱᒃᑲᓇᕐᓂᖅᓯᒪᓂᖅ ᐅᓇᓱᐊᕐᓂᖅᓯᒪᓂᖅ ᐊᑐᕐᓂᖅ.

ᐱᖓᓱᓕᕆᔨᒃᑯᑦᑎᓪᓗ ᐃᓕᓴᕆᔨᒃᑯᓂᖅᓯᒪᓂᖅ ᓴᓇᔨᓐᓇᖅᑐᓂᖅ ᑲᑎᒪᔨᖅᑎᑦᑎᓂᖅᓯᒪᓂᖅ 8-ᓂᒃ 11-ᓂᑦ ᑲᑎᒪᔨᖅᑎᑦᑎᓂᖅᓯᒪᓂᖅ (ᐅᑭᐅᒥ 1991) ᑕᒪᓐᓇ ᐱᓕᕐᓂᐊᕐᓂᖅᓴᓂᖅ ᓴᓇᔨᓐᓇᖅᑐᓄᑦ ᒥᓂᑦᑕᐅᓂᖅ ᐱᒋᐊᖅᑎᑦᑎᓂᖅᓯᒪᓂᖅ ᐊᓂᓚᕐᓇᖅᑐᓂᖅ ᐅᓂᒃᑳᕐᓗᓂᖅᓴᖅᓯᒪᓂᖅ ᓴᓇᔨᓐᓇᖅᑐᓂᖅ.

ᐊᒥᓱᓕᕆᔨᒃᑯᑦ ᐃᓕᓴᕆᔨᒃᑯᑎᒃᑐᓂᖅ ᓴᓇᔨᓐᓇᖅᑐᓂᖅ ᑲᑎᒪᔨᖅᑎᑦᑎᓂᖅᓯᒪᓂᖅ ᐊᐅᓚᓱᒃᑲᓇᕐᓂᖅᓯᒪᓂᖅ ᐃᓕᓴᕆᔨᒃᑯᑦᑎᓪᓗᒍ ᑲᑎᒪᔨᖅᑎᑦᑎᓂᖅᓯᒪᓂᖅ ᐊᐅᓚᓱᒃᑲᓇᕐᓂᖅᓯᒪᓂᖅ ᐱᔪᓐᓇᖅᑐᓂᖅ ᐊᐅᓚᓱᒃᑲᓇᕐᓂᖅᓯᒪᓂᖅ ᐃᓕᓴᕆᔨᒃᑯᑦᑎᓪᓗᒍ ᑲᑎᒪᔨᖅᑎᑦᑎᓂᖅᓯᒪ

call for the implementation of the system by the end of 1991.

In keeping with our goal of developing a qualified and representative public service, two new training programs were developed to prepare aboriginal people to take on jobs at the community level: Community Health Representative and Aboriginal Language Specialist Teacher. A variety of initiatives are in place to train principals and teachers. Also, more employees are taking advantage of the Teachers' Professional Improvement Fund and the government-wide Education Leave Program.

Human resource management and development activities throughout the Government of the Northwest Territories all contribute to a more effective and efficient public service. I am looking forward to making great strides over the next year and, if 1990 was any indication of the progress that can be made, I do not think I will be disappointed.

Mandate

To develop and implement policies and processes for human resource management aimed at supporting a competent and representative northern public service in a working environment that fosters the highest level of productivity.

Guiding Principles

- Competent human resources are criticial to the provision of effective and efficient service to the public.
- Progressive human resource management encourages creativity and development.
- A representative public service is essential to the credibility and success of the Government of the Northwest Territories.
- All employees have the right to fair and equitable treatment.
- Employees and management share responsibility for career planning and initiatives to support career mobility and progression.

ᑕᒪᐃᓐ ᐅᕙᓪᓕᐊᓂᕐᒥᑦ ᑲᔪᓯᖏᓐᓄᑦ ᐱᓕᕆᔨᒃᑯᑦ ᐊᓯᓚᖏᓐᓄᑦᓯᐊᕐᓂᖅ ᐱᓕᕆᔨᒃᑯᑦᑐᑦᓯᐊᕐᓂᖅ ᓴᓇᔨᓕᕆᔨᒃᑯᑦᑐᑦᓯᐊᕐᓂᖅ ᓴᓇᔨᓕᕆᔨᒃᑯᑦᑐᑦᓯᐊᕐᓂᖅ, ᓴᓇᔨᓕᕆᔨᒃᑯᑦᑐᑦᓯᐊᕐᓂᖅ ᓴᓇᔨᓕᕆᔨᒃᑯᑦᑐᑦᓯᐊᕐᓂᖅ. ᑕᐃᒪᓕ ᓴᓇᔨᓕᕆᔨᒃᑯᑦᑐᑦᓯᐊᕐᓂᖅ

1990-ᒥ ᐅᑭᐅᓴᒪᓕᐅᖅᑐᑦ ᑭᐃᓐᓇᖅ

ᐃᓕᓴᕆ

ᓴᓇᔨᓐᓄᑦ ᓯᔾᔪᖅᑎᐅᖅ ᐊᑭᓐᓯᐃᓕᐅᖅᓯᒃ ᒥᓂᔅᑕᑎᑦ ᑲᓇᕐᓂᖅ ᐅᒪᔨᖏᓪᓗᒍᑎᒍᖅᓯᒪᓂᖅ ᑭᒦᑦ ᑲᑎᒪᔨᖅ ᓴᓇᕐᓂᖅ ᐱᓕᕆᔨᒃᑯᑦ.

ᐱᓕᕆᔨᓂᓕᕆᓂᖅ ᑭᖑᓂᖓᓂ ᐅᖑᓂᖅ ᐊᓯᐊᓂᖅᑐᐃᓐᓇᖅᑐᖅ ᐱᓕᕆᔨᒃᑯᑦ ᐊᓯᐊᓂᖅᑐᐃᓐᓇᖅᑐᖅ ᐃᓚᖓᑕ ᐱᓕᕆᔨᒃᑯᑦ ᐊᓯᐊᓂᖅᑐᐃᓐᓇᖅᑐᖅ ᐃᓚᖓᑕ.

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DEPARTMENT OF PERSONNEL

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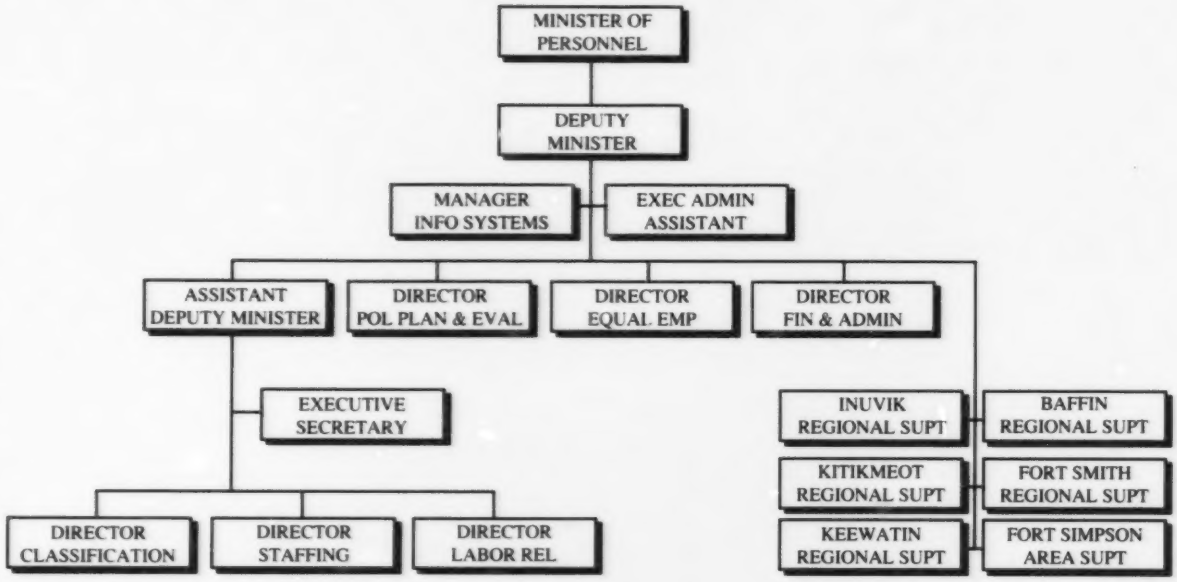

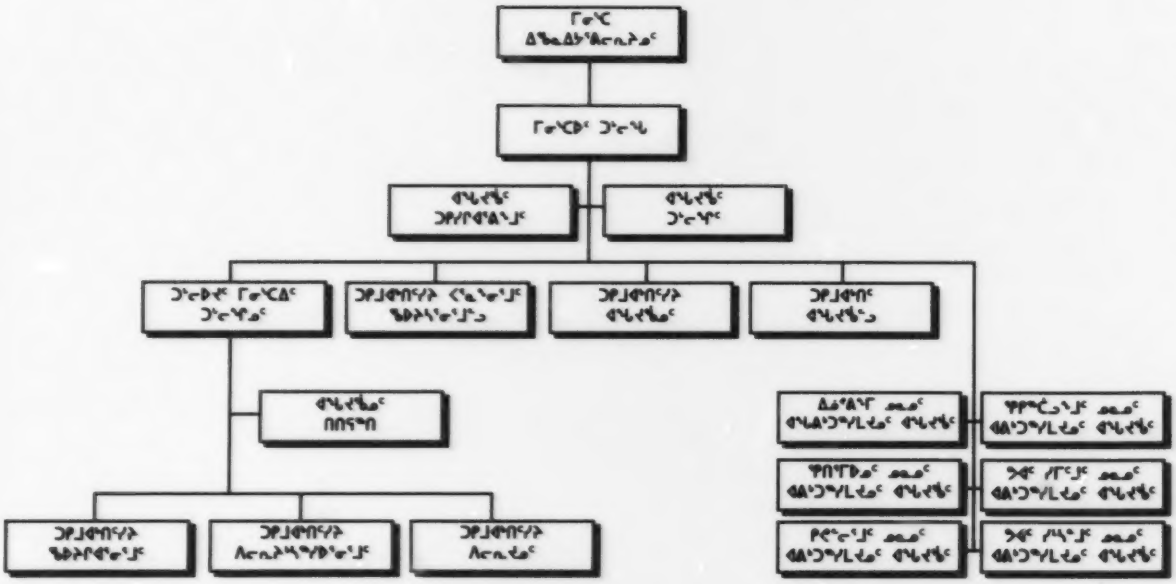

DIRECTORATE

1990 was a year of change for the Department of Personnel. The Honourable Stephen Kakfwi took on the Personnel portfolio in March and set as his first priority the establishment of a solid leadership team. Ken Lovely, a long term northerner with 18 years of management experience in the Departments of Personnel and Education was appointed as the Deputy Minister. Darryl Bohnet, an aboriginal northerner, a graduate of the Federal Career Assignment Program and the former director of the Equal Employment Division was appointed to the position of Assistant Deputy Minister. Over the course of the succeeding nine months, a great deal of turnover was experienced at the management level and over half of the management team is new.

Mr. Kakfwi convened an organizational conference in July in the Sahtu Region to establish priorities and to set directions for the future. The first and strongest priority is the continuation and strengthening of the Affirmative Action policy followed closely by the establishment of rules and regulations aimed at providing consistent and fair treament of employees. In order to achieve these priorities an evaluation of the departmental structure was completed. This evaluation identified a need for a reorganization which was implemented in August 1990. The organization chart (figure 1) shows the new structure. The major changes were the elimination of the Regional Operations Division in Yellowknife and the separation of the staffing and classification function into two divisions. In addition, the Human Resource Planning Divison became part of the Policy, Planning and Evaluation Divison. Finally, the reporting relationship of the regional offices was realigned so that regional superintendents of Personnel report to the Deputy Minister.

To promote consistent operating procedures and better management control, a series of operational reviews were conducted in each

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1990-ᒥᑦᓂ ᐅᑭᐅᓴᐱᖅᓯᓄᑦ ᓴᓇᔨᓕᓕᒫᓄᑦ ᐊᓯᖏᓐᑕᐅᓂᖃᐅᔨᓪᓚᑦ. ᓴᓪᓕᐢ ᑲᑯᐃ ᓴᓇᔨᓕᓕᒫᓄᑦ ᑕᑯᓴᖏᓐᓂᐅᓂᑦ ᑐᓂᓯᓚᐅᖅᓯᒪᔪᖅ ᒪᓐᔨᒪᓂ ᑭᒪᓂ ᑕᒪᐃᐢ ᐱᓕᕆᔨᓴᓴᖏᓐᓂᐅ ᓴᓇᔨᓕᓕᒫᓄᑦ ᓴᓪᓕᐊᓂᖅᓯᓄᑦ. ᑭᐢ ᓯᐢᓕ, ᑲᑯᓂᓪᓚᑦ ᐅᑭᐅᓐᑕᑐᑎᑕᐅᓂᖃᐅᔨᓪᓚᑦ ᑭᒪᓂ ᐊᖏᔪᓂᖃᖅᑐᓂᒃᑯᑦ ᐅᑭᐅᓂᖃᖅᑐᓂᒃᑯᑦ 18-ᓂᐢ ᓴᓇᔨᓕᓕᒫᓄᑦ ᐃᓕᓐᓂᐊᖏᓂᕕᓕᒫᓄᑦ ᑎᑯᐊᓐᑕᑐᑎᑕᐅᓂᖃᐅᔨᓪᓚᑦ ᑐᓂᓯᓚᒋᐢ ᒥᓂᔅᓴᓐᓇᒃ. Darryl Bohnet ᓄᓇᕗᒻᒥᓪᓚᑦ ᐅᑭᐅᓐᑕᑐᑎᑕᐅᑕᐢ, ᐃᓕᓐᓂᐊᖏᓐᓂᒥᓪᓚᑦ ᑲᓱᒪᒍᕗᖅ ᓴᓐᔪᒃᑯᐊᓕᖏᓐᓂᒪᓐᓇᖅᓯᒪᔪᖅ ᐱᓕᕆᔨᓴᓴᖏᓐᓂᐅ ᐱᓵᖅᓯᒪᓕᖅ ᑭᒪᓂ ᑐᓵᔪᒃᑯᐊᓕᖏᓐᓂᒪᓐᓇᖅᓯᒪᔪᖅᓯᓐᓂᒥᓪᓚᑦ ᐅᓐᔨᓕᖅᑐᓂᒃᑯᑦ ᐃᒪᓐᓇᐅᑎᓪᓗᒍ ᐅᓐᓴᐅᒪᔪᖅ. ᐅᓐᓴᐅᒪᔪᖅᓯᓐᓂᒥᓪᓚᑦ ᐊᖏᔪᓂᖃᖅᑐᓂᒃᑯᑦ ᐅᑭᐅᓐᑕᑐᑎᑕᐅᓂᖃᐅᔨᓪᓚᑦ ᑲᑎᒪᔨᓴᓕᖅᑐᓂᒃᑯᑦ ᐃᓕᓐᓂᐊᖏᓐᓂᒥᓪᓚᑦ ᐊᖏᔪᓂᖃ

regional office over a six month period. Management conducted in-depth reviews which examined records, operating procedures and level of service to the public.

The directorate plans to focus on accountability as its primary ongoing objective using the results-oriented management information system to identify long term goals and objectives for programs.

FINANCE AND ADMINISTRATION DIVISION

The Finance and Administration Division co-ordinates and monitors the use of departmental resources with responsibility for providing financial advice to management, budget development, processing financial documents and administrative support services.

The Division added one staff member during the year due to the reorganization of the department. The reorganization also resulted in the need for a complete restructuring of the budget. This process absorbed the Division for over six weeks. The changes have allowed greater accountability by managers.

Jointly with the Labour Relations Division, the Finance and Administration Division was involved in the change of dental plans which resulted in a savings to the government of almost $1 million.

Daily administrative and financial activities included maintaining leave and attendance records, reconciliations, preparation of FMB submissions, variance reports and year-end reports. The verification, batching and approval of approximately 13,000 financial documents resulted in a steady stream of work.

POLICY, PLANNING AND EVALUATION DIVISION

In August, Human Resource Planning was amalgamated with the Policy, Planning and Evaluation Division. The policy side of the Division provided support and assistance to the Department in the creation of human resource policies and procedures. Human resource planning personnel helped other departments and agencies develop and implement human resource planning activities and also had responsibility for the development of the Department of Personnel's human resource plan.

Although turnover in divisional staff was more than 70 per cent, a number of projects were initiated. The major policy work in 1990 was the planning of a completely revised Personnel Manual for use across the public service and of a new employee handbook.

Another major project for the Division was the development of an orientation program for new employees who have no previous experience with government, the region or the NWT. Employees who are properly introduced to the GNWT and life in the north will more quickly become productive members of the public service. Work on the project began in April 1990 and will be completed early in 1991.

The Division also administers secondments. Secondments involve the transfer of employees between departments or between the GNWT and an external agency or government. These exchanges provide departments with expertise on a short term basis and allow employees to broaden their experience. There were 41 secondments this year.

Other activities included an assessment of staff turnover rates, the co-ordination of long service awards for public service employees, training and development needs within the Department and career planning and counselling with members of the public service.

The co-ordination of the training program for five In-Service Training Program trainees was also handled by the Division.

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ᑭᒪᓪᑕᐅᒃ ᐱᓕᕆᖅᓯᒪᔨᖅᑕᐅᒃ ᓴᓇᒪᓐᓂ ᐱᓕᕐᓂᖅᓯᒪᓂᖅ ᓄᑖᒍᓂᖅ ᐊᓯᖅᖢᓂᓕᕆᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓯᔪᒪᓕᒃᑲᓪᓚᑦᑐᖅᓯᒪᔪᖅ ᓴᓇᒪᓐᓂ ᐊᑐᓂᖅᓯᒪᓂᖅ ᐃᖃᓗᐃᑦᑐᖅᓯᒪᔪᖅ, ᐃᖃᓗᐃᑦᑐᖅᓯᒪᔪᖅ, ᐃᖃᓗᐃᑦᑐᖅᓯᒪᔪᖅ ᐊᑐᓂᖅᓯᒪᓂᖅ ᓄᑖᒍᓂᖅ ᐊᑐᓂᖅᓯᒪᓂᖅ ᐃᖃᓗᐃᑦᑐᖅᓯᒪᔪ

TRAINEES IN THE DEPARTMENT OF PERSONNEL

In April 1990, five dynamic young people were hired as Personnel Officer trainees within the Department of Personnel. They began a three year training program which will provide them with experience in all areas of human resource management. A week of introduction to the Department and the public service was held in April. From there, the trainees were assigned to different divisions where they worked with experienced officers in staffing, benefits, labour relations, classification, equal employment and human resource planning.

EQUAL EMPLOYMENT DIVISION

In April 1990, the Equal Employment Directorate became a division of the Department of Personnel. As a result, the Equal Employment Officers were able to work more closely with other staffing officers. Also, the affirmative action planning done by Equal Employment became more integrated with the overall human resource planning done by the Policy, Planning and Evaluation Division of the department.

The main purpose of the Equal Employment Division is to help affirmative action candidates find employment with the public service. During the past year several initiatives were undertaken.

Applicants are now able to get up-to-date information about employment opportunities by calling employment hot lines located in regional personnel offices and in Yellowknife. A series of advertisements were run across the Northwest Territories about information available from the hot lines and about how to gain work experience through casual employment with the government. As well, a new poster featuring RCMP Merle Carpenter was added to the role model series which encourages and inspires northerners to work for the government.

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ᐱᓕᕆᔨᓴᐅᑎᓪᓗᑎᑦ ᑐᓴᕐᑎᕐᒥᓂᖅ ᓄᓇᕗᑦᑐᒥᒃ ᐃᓕᓴᕐᓂᐊᓕᒫᑦ ᐱᓕᕆᔨᒥᒃ (ᐃᖃᓗᐃᔪᖏᓪᓗ) ᖃᐅᔨᓴᖃᖅᑐᑦ. ᑲᑎᒪᓂᖅ ᐃᖃᓗᐃᔪᖏᓐᓇᕐᓂᖅ ᐅᖃᓕᒫᓂᒃ ᖃᓄᐃᓕᖅᑐᓂᒃ ᓴᓇᔨᓕᕆᓂᖅ. ᑐᑭᓯᐊᓂᖅᑐᑦ ᑐᓴᕐᑎᕐᒥᓂᖅ ᓴᓇᔨᓕᕆᓂᖅ ᐅᖃᓕᒫᓂᒃ ᐱᓕᕆᔨᒪᔪᓂᖅ ᐅᖃᓕᒫᓂᒃ ᐃᓕᓴᕐᓂᐊᓕᒫᑦ ᐱᓕᕆᔨᒥᒃ

The Equal Employment Officers worked hard to help northerners. Officers made visits to every community to promote career opportunities with government of the Northwest Territories; to encourage students to complete the required education to pursue the career of their choice; and to advise and assist northerners applying for jobs with the government.

Equal Employment Officers also found casual employment opportunities for northerners which resulted in relevant work experience. Officers consulted managers frequently to help get the right people for the right jobs and encouraged them to select affirmative action candidates. The officers helped affirmative action candidates from the pre-employment stage through to job placement and career progression.

Turnover in the Division was very high in 1990. Many of the officers were promoted to other positions in the public service. However, despite the changes, the Division was able to report an 11 per cent increase in the numbers of affirmative action appointments across the public service bringing the proportion of affirmation action group members in the GNWT to 33.3% of the total number of employees.

STAFFING DIVISION

The Staffing Division manages the recruitment and selection process of the Government of the Northwest Territories. It also monitors delegated staffing activities, administers the staffing appeal process, and provides information and employment counselling to employees and residents outside the public service.

This year the division developed new staffing procedures and guidelines to make recruitment practices more effective. As part of this review, the Affirmation Action Policy was better integrated into staffing guidelines to continue to move toward the goal of a qualified, representative public service.

Staffing appeal rights were also reviewed and two major changes were made. First, when a unionized

ᐅᑭᐅᒥ ᑕᒪᐃᒪᓂ ᑲᑎᒪᔨᑦ ᐊᐢᕿᓯᓂᐅᑦᑐᑦ ᓂᑦᑕᓂᐹ ᐃᖃᓗᐊᖅᑐᑦ ᑕᑯᔪᓐᓇᖅᑐᑦ ᐱᓕᕆᔨᒃᑯᐊᓂᖅ ᐃᓕᓴᕐᕕᐊᓂᖅ ᐊᑐᓂᖅ ᐅᓪᓗᒥᒃ ᐅᓂᒃᑳᓕᕆᔨᖅᑎᑦ. ᑕᒪᐃᒪᓕ ᐃᓕᓴᕐᕕᐊᓂᖅ ᐊᐢᕿᓯᓂᐅᑦᑐᑦ ᐊᐢᕿᓯᓂᐅᑦᑐᑦ ᐊᐢᕿᑭᓯᓂᖅᓴᓐᓂᒃᑯᑦ ᑕᒪᓐᓇ ᐊᓂᓕᖅ ᐃᓕᓴᕐᕕᐊᓂᖅ ᐅᓪᓗᒥᒃ ᐅᓂᒃᑳᓕᕆᔨᖅᑎᑦ.

ᐊᓂᓴᓂᖅᑐᑦᓯᒪᔪᑦ ᐅᓐᓂᑦᓴᓐᓂᐅᑦ ᐊᓯᖏᓐᓂᒃᑯᑦ ᐊᐢᕿᑭᓯᓂᐅᑦᑐᑦᓯᒪᔪᑦ ᓴᖅᑭᑐᓂᖅ ᐃᓕᓴᕐᕕᐊᓂᖅ. ᐱᖓᓱᑦ, ᑕᑯᔪᓐᓇᖅᑐᑦ ᐊᓂᓴᓂᖅ ᐃᓂᓪᓗᐊᓂᖅ ᐊᐢᕿᓯᓂᐅᑦᑐᑦ ᐊᓂᓴᓂᖅ ᐃᓂᓪᓗᐊᓂᖅ ᐊᐢᕿᓯᓂᐅᑦᑐᑦ ᐊᐢᕿᑭᓯᓂᖅᓴᓐᓂᒃᑯᑦ ᑕᒪᓐᓇ

employee is unsuccessful in obtaining another unionized position and subsequently appeals, the decision of the Staffing Appeals Committee is now binding on both the Union of Northern Workers and the Minister of Personnel. Formerly, the Minister could overrule the recommendation of the appeal committee. The Staffing Appeals Committee reviews the process followed by the Selection Board to ensure all legislative, regulatory and policy directives have been followed in appointments.

Second, appeal rights were expanded to non-employees who are eligible for priority consideration under the Affirmative Action policy.

CLASSIFICATION DIVISION

The departmental reorganization in August split the Staffing and Classification Division into two separate divisions. This allowed the new Classification Division to concentrate on meeting the increased demands generated by the Joint Equal Pay Study, and the establishment of a new job evaluation system.

In August, cabinet directed the department to replace the existing classification system in conjunction with the Joint Equal Pay Study.

The Joint Equal Pay Study is managed by a representative of the Classification Division in conjunction with a representative from the Union of Northern Workers. The study will identify pay inequities in the current job classification system. With the assistance of consultants Norman D. Willis and Associates Ltd. and advice from the Canadian Human Rights Commission, the planning of the study was completed by mid-year. Jobs were documented by having employees complete questionnaires between September and December. By the end of 1990, 50 per cent of the questionnaires were completed. The screening of the questionnaires (checking for completeness and clarity) began in late November and will be completed early in 1991. The next phase will be the evaluation of jobs by evaluation committees in Yellowknife, Inuvik and Iqaluit. The study is scheduled to be completed during the summer of 1991.

In addition, the Division provided analytical and administrative support for a major review of all current and proposed senior management positions through a committee of five deputy ministers, chaired by the Deputy Minister of Personnel. The evaluation of all positions was completed before year end.

Ongoing projects included: the organizational analysis of the schools branch of the Department of Education; two extensive cross-Canada surveys on ophthalmic technicians and health records staff for the Stanton Yellowknife Hospital; and a Western Canadian survey of employment standards positions for the Department of Safety and Public Services.

LABOUR RELATIONS DIVISION

Public Service Act

The *Public Service Act* vests responsibility for the management and direction of the public service in the Minister of Personnel. These responsibilities include the establishment of employment contracts through regulations, policy and collective bargaining; ensuring the individual or collective disputes over administration of employment contracts are resolved in a non-arbitrary, non-discriminatory and reasonable manner; and the termination of employment where the services of employees are no longer required or where the standard or conduct of employees is unacceptable.

In late 1989, cabinet directed an interdepartmental working group to conduct a review of the *Act* and to examine the possibility of separate legislation for collective bargaining and the concept of a public service commission. The working group conducted a thorough review and examined practises in other jurisdictions. As a result of the review, changes were made to the act in 1990 to improve the government's ability to manage, to respond to political issues and to

ᖃᒪᓗ ᓇᐅᔭᓕ ᐊᐅᓚᑦᑎᕐᓂᖅᓯᒪᔪᖅ. ᑕᐃᒪᓕ ᑕᒪᓐᓇ ᖃᐅᔨᓴᖅᑕᐅᓕᕆᔨᖅᓄᑦ ᒪᓕᒃᐃᓕᑦ ᖁᓕᓴᕐᑕᐅᓂᖃᓕᕆᔨᒃᑯᑦ 1990-ᒥ. ᑕᒪᓐᓇ ᑕᐃᒪᐃᓕᓕᒃᑯᓐᓂ ᒪᕐᒪᑐᓂ ᐅᓕᓯᓂᓴᖅᓯᒪᓂ ᐊᐅᑎᒪᓂᖅᓯᒪᔪᓂᓗ ᒪᕐᒪᓕᓂᓂᒃᓴᑐᓂ ᒪᓕᒃᓴᓗ ᐊᐅᖅᑕᐅᓯᕐᓂᖅᓯᒪᔪᓂᓗ.

ᐃᖃᓗᐃᓕᖅᑎᓯᓚᕐᓗᑎᓪᓗᒍ ᐅᖃᓪᓚᓐᓂᖅ

ᐊᐅᓚᑦᑎᓚᒪᓕᕐᒧᑦ ᑎᓕᐅᑎᓪᓕᓄᑦ ᓴᓇᔨᓂᒃ ᒪᓕᒃᖃᓄᑦ. ᑕᐃᒪ ᐊᐅᓚᑦᑎᓚᑦᑎᓚᒪᓕᕐᓂᖅ ᐃᖃᓗᐃᓕᖅᑎᓪᓕᓄᑦ ᐅᖃᓪᓚᓐᓂᖅᓯᒪᔪᓄᑦ ᑲᑎᕋᖅᑕᖅᑐᑦ ᐊᐅᓚᓕᒃᑐᑦ (ᐃᖃᓗᐃᓕᖅᑎᓯᓚᕐᓗᑎᓪᓗᒍ) ᐱᓕᕆᖃᕐᓂᖅᓯᒪᔪᓂᓗ ᐊᐅᓚᑦᑎᓚᒪᓕᕐᒧᑦ ᐃᓕᓴᕐᓂᖅᓯᒪᔪᓂᓗ. ᑲᒪᓗ ᓇᓗᓇᐃᔭᖅᑐᓂᒃᑯᓐᓂ ᐊᐅᓚᑦᑎᓚᒪᓕᕐᒧᑦ ᐊᐅᓚᓕᒃᑐᑦ (ᐃᖃᓗᐃᓕᖅᑎᓯᓚᕐᓗᑎᓪᓗᒍ) ᐱᓕᕆᖃᕐᓂᖅᓯᒪᔪᓂᓗ ᑲᑎᕋᖅᑕᖅᑐᑦ ᐊᐅᓚᑦᑎᓚᒪᓕᕐᒧᑦ ᐃᓕᓴᕐᓂᖅᓯᒪᔪᓂᓗ

declared to have abandoned their position, 12 terminations for cause and five employees rejected on probation.

Collective Bargaining

A two-year collective agreement was negotiated with the Northwest Territories Teachers Association covering the period September 1, 1990 to August 31, 1992. The agreement provided for a 4.5 per cent salary increase in each of the two years with a cost of living protection for the second year. The agreement also confirmed a mutual commitment to the philosophy of the Affirmative Action Policy and the restructuring of the salary schedule to facilitate the upgrading of classroom assistants to teachers.

Information For Employees

A senior managers handbook which consolidated the terms and conditions of employment into one employment contract was prepared. This written employment contract will clarify the terms and conditions of employment.

Under development is a labour relations handbook which will provide managers and supervisors with an instructional document that can be used as a reference when dealing with progressive discipline and grievances.

REGIONAL PERSONNEL OFFICES

Baffin

The Baffin Regional Personnel office is located in Iqaluit and serves 14 communities. The office has a staff of 12, all of whom are northerners.

1990 Highlights and Achievements

- Relocated to the first floor of the government building where staff are more accessible to government employees and the public.
- Appointed an additional Equal Employment Officer as well as an aboriginal resident to the administrative officer position.

- ᐃᓚᒋᐊᖅᓯᒪᓕᕆᔪᖅ ᐅᖅᑕᐅᓂᖏᑦ ᐃᖃᓇ-ᐃᔭᖅᑐᓄᑦ ᐃᑲᔪᖅᑕᐅᑎᑦᓯᓂᖅ ᐊᒻᒪ ᐱᕙᓪᓕᕙᑎᓂᒃ ᐊᑭᖕᓯᐅᓂᕐᒧᑦ ᐃᖃᓇᐃᔭᖅᑖ-ᕈᑎᓄᑦ ᐃᑲᔫᑕᐅᓂᐊᖅᒪᑕ ᐊᐱᖅᓱᖅᑕᐅᑎᓪᓗᒋᑦ ᐃᖃᓇᐃᔭᖅᑖᕈᑎᒃᑐᑦ ᐊᒻᒪ ᓄᓇᓕᐅᔪᓄᑦ ᐅᐸᑦᑕᕐᓂᖏᓐᓂᖅ ᐱᕙᓪᓕᐊᔪᓐᓇ.
- ᐊᑭᖅᑕᐅᓯᒪᔪᖅ ᖃᕆᑕᐅᔭᒧᑦ ᐱᓕᕆᕙᒌᒃᑐᑦ ᐱᓕᕆᐊᖑᒧᑦ ᑰᒃᑐᖅᓯᒪᔪᖅ ᐊᔾᔨᖏᑦ ᐱᓕᕆᐊᕐᔪᐊᓗᒃ ᑰᒃᑐᕈᑎᖏᑦ ᑕᒃᑯᓂᖓᓗ ᐱᓕᕆᔪᖅ ᓈᒻᒪᒃᑐᒃᑯᑦ ᐱᓕᕆᐊᒃᓴᐊᓗᒃ.
- ᐊᒥᓱᓕᕐᓂᒃ 341 ᐃᖃᓇᐃᔭᓗᐱᓪᓚᑦᓂᕐᒧᑦ ᐃᓗᓕᓗᖅᐸᑦ ᖃᑭᖅᑖᓗᖓ ᐃᑉᐸᕆᒥᑦ ᓄᕕᐱᒧᑦ 1990-ᒥ.
- ᐃᖃᓇᐃᔭᖅᑎᑦᓯᓗᖅᐸᑦ 68-ᓂᒃ ᐃᓐᓇᕐᓂᒃ ᐃᓕᓐᓂᐊᒃᑲᓐᓂᖅᑐᓂᒃ ᐊᒻᒪ ᓄᑕᕐᓂᒃ ᐃᓕᓐᓂᐊᕐᓂᖅᑐᓂᒃ ᐅᑭᐅᖅᓯᐅᖓᓂᒃ ᐅᔾᔪᒃ ᐱᓕᕆᕙᓪᓕᐅᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᑦᓯᓗᖅᐸᑦ ᒐᕙᒪᒃᑯᑦ ᐱᓕᕆᐊᖑᓂ ᐊᔾᔨᒋᖕᖏᑐᓂ.

ᕘᑦ ᓯᒥᓴᓐ

1990-ᒥ ᐊᒥᓱᑦ ᒐᕙᒪᒃᑯᑦ ᐱᓕᕆᔾᔪᓯᖏᑦ ᐅᓗᐅᓗᖅᐸᑦ ᕘᑦ ᓯᒥᑦ ᑎᑎᕋᕝᕕᖓᓄᑦ ᓅᑎᐅᓗᖅᐸᑦ ᓄᓇᓕᒧᑦ ᕘᑦ ᓯᒥᓴᓐᒥ ᑎᑎᕋᕝᕕᖃᕐᕕᖓᓂ ᓄᓇᒥᓂ. ᑕᒪᓇ ᑕᐃᒪᓐᓇ-ᐃᓕᖅᑎᓪᓗᒍ ᒐᕙᒪᒃᑯᑦ ᑎᑎᕋᕝᕕᖓᓂ ᐃᖃᓇᐃᔭᖅᑐᑦ ᐃᑲᔪᖅᓯᐊᕐᓂᖅᐅᔪᓐᓇᓕᖅᐸᑦ Dehcho-ᒥᐅᓂᒃ. ᑎᑎᕋᕝᕕᒥ ᐃᖃᓇᐃᔭᖅᑐᑦ ᓯᑕᒪᐅᑦᓗᑎᒃ ᒥᐊᓂᓯᖃᖅᑐᑦ ᓄᓇᓕᓂᒃ 7-ᓂᒃ.

1990-ᒥ ᐱᕙᓪᓕᐊᓂᐅᓗᖅᐸᑦ ᐱᒋᐊᖅᑎᑦᓯᓂᐅᓗᖅᐸᑦ

- ᓄᓇᓕᐅᔪᓄᑦ ᐊᖓᔪᖅᑳᓕᐅᔪᖅ ᑎᒃᑯᐊᖅᑕᐅᓗᐅᖅᐸᑦ ᐋᒡᒌᒥ.
- ᓴᐳᖅᑎᓯᓗᐅᖅᐸᑦ ᐊᖓᔪᖅᑳᒧᑦ ᑐᓕᖓᒥᒃ ᓄᓇᖃᖅᑳᖅᑐᒥᒃ ᐃᓄᖕᓯᒪᒃᓴᖅᓯᒪ ᐊᖓᔪᖅᑳᓕᐅᕆᒥᒃ ᐃᓕᓐᓂᐊᖅᑎᑕᐅᓗᐅᓂ ᐊᑕᐃᓐᓇᖅᑐᖓᒥᒃ.
- ᑐᑭᓯᒐᖅᑎᑦᓯᐊᓂᖅ ᐱᕙᓪᓕᐊᓯᒪᔪᖅ ᑐᑭᓯᒋᐊᖅᑎᑦᓯᒪᔪᓐᓂᖅ ᓴᐳᖅᓯᓗᐅᖅᐸᑦ ᓴᓇᔪᓕᕆᔨᒃᑯᑦ ᑎᑎᕋᕝᕕᖕᒃ ᐊᒻᒪ ᑭᒡᒐᖅᑐᖅᑕᐅᖏᑦ ᑐᑭᓯᒐᖅᑎᑦᓯᓂᖅᐅᓕᖅᓯᒪᔪᓐ.
- ᓴᐳᖅᑎᓯᓗᐅᖅᑐᖅ ᑎᑎᕋᖅᓯᒪᔪᓂᒃ ᖃᐅᔨᒪᔾᔪᑎᖏᓐᓂᒃ ᐃᖃᓇᐃᔭᖅᑎᐅᔪᖅ ᑎᑎᕋᕝᕕᓕᓐᓂ.

ᕘᑦ ᓯᒥᑦ

ᕘᑦ ᓯᒥᒥ ᑎᑎᕋᕝᕕᓕᓐᓂ ᐅᓗᓂᒃᓯᐊᕐᓗᖅ ᒪᑯᒪ ᐅᓗᑕᖏᓐᓂ. ᐃᖃᓇᐃᔭᖅᑎᖃᖅᐳᑦ 11-ᓂᒃ ᐊᒻᒪ ᑭᖑᕚᕐᓂᒃ ᑎᑎᕋᕝᕕᒃ ᒪᕐᕉᓂᒃ ᓄᓇᓕᖕᓂᒃ ᐊᖏᔪᓂᒃ. ᑎᑎᕋᕝᕕᒃ ᐃᓂᖃᖅᐳᖅ ᕘᑦ ᓯᒥᑦ.

- Increased use of services ranging from employment counselling and resume preparation to pre- and post- interview assistance as a result of more community visits by Equal Employment Officers.
- Developed computerized applicant profiles to help Equal Employment Officers provide follow-up services to clients.
- Hired 341 casual employees in the Baffin between April and November 1990.
- Placed 68 post-secondary and high school students who applied for summer employment with the government in various departments.

Fort Simpson

In 1990, many of the personnel functions carried out by the Fort Smith regional office were transferred to the Fort Simpson office. As a result, Personnel employees are now closer to the people and departments they assist in the Decho area. With a staff of four, the office serves seven communities.

1990 Highlights and Achievements

- Appointed a new Area Superintendent in August.
- Created a management trainee position to allow an aboriginal employee to train under the current superintendent with the long-term goal of replacing the superintendent.
- Built interdepartmental communication between the personnel office and the clients it serves.
- Developed clear operating guidelines for staff in the area office.

Fort Smith

The Fort Smith Regional Personnel office continued to be one of the most active in the government. With 11 staff, the office serves two large communities and is located in Fort Smith.

1990-ᒥ ᐱᓕᕆᓂᐅᑎᔨᓚᐅᖏᓐᓄᑦ ᓂᒪᓗ ᐱᔪᖏᓐᓄᕆᔨᒪᔨᓚᐅᖏᓐᓄᑦ

- ᑭᓯᐅᖏᓪᓗᓂᑦ ᓄᓇᕗᑦᓂᓀᐅᒪᓐ ᖃᒧᑉᓱᓕᕆᓂᖅᓴᖅ ᑐᓴᓂᑎᑎᓂᐅᓪᓚᑦᓯᓂ.
- ᐱᑎᕆᔨᒪᔨᒥᑦ ᐱᓕᕆᓂᐅᓂᕗᑎᒃᓴᑦᓱᖅ 193-ᓴᓕᔪᓂ ᓂᒪᓗ ᐃᓚᐅᑦᔨᑎᑦ 139-ᒥᓪᓚᐃᑦ (Dogrib) ᐃᓕᓴᐅᒪᓴᖅ ᑲᑎᒪᔨᓴᕐᓂᒥᑦ, ᐅᑭᐅᖅᑕᐅᔪᑦ ᓯᓚᑐᖅᓴᖅᓱᐃᑦ, South Slave -ᓄᓇᕗᒻᒥᓂ ᐃᓕᓴᐅᖅᑕᓂᓂᓴᖅ ᑲᑎᒪᔨᓴᕐᓂᐃᑦ, ᐃᓕᓴᐅᑎᓂᓕᕆᓂᖅᓴᖅᓱᓪᓚᐃᑦ. ᑕᐃᒪᓗ 72-ᓯᓚᖅ ᑎᑎᕋᕐᓂᑦ ᐱᓕᕆᔨᒪᔨᒪᓕᕐᓂᖅ 193-ᓴᓕᔪᓂᓪᓚᖅ ᑲᑎᒪᓂᖅ ᑎᑎᕋᕐᓂᑦ ᒥᐅᑎᓕᕆᔨᒪᔨᓕᕐᓂᖅ.
- ᑕᒪᓐᓇᓪ 12-ᓴᖅᑕᓪᓕᖅ ᓄᓇᓕᓂᐅ ᐅᓪᓗᖓᑕᓂᑦ ᑕᑭᑕᒪᑦ ᐱᓕᕆᓂᖅᓴᖅ ᓄᓇᕗᑦᓂᓀᐅᒪᓐ ᐱᓕᕆᓂᖅᓴᖅᓱᐃᑦ.
- ᑭᓚᓕᔪᖅᓯᒪᓕᓐᓄᑦ ᐃᖏᓐᓄᑎᓯᓚᕆᓂᓕᕆᓂᓴᖅ ᐱᓕᕆᓂᖅᓴᖅᓱᐃᑦ ᐃᓕᓴᐅᒪᓴᖅ ᐱᓕᕆᓂᖅᓴᖅᓱᐃᑦ.
- ᓴᐳᖏᓪᓗᓂᑦ ᐃᖏᓐᓄᑦᓯᓕᖅᓂᑦ ᑭᓲᓐᓄᑦ ᐱᓕᕆᓂᖅᓴᖅᓱᐃᑦ ᐃᖏᓐᓄᑦᓯᓕᖅᓂᑦ ᑕᒪᓐᓇᓪ ᐃᖏᓐᓄᑦᓯᓕᖅᓂᑦᓴᓐᓂᑦ ᐃᖏᓐᓄᑦᓯᓕᖅᓂᑦᓴᓐᓂᑦ ᐃᖏᓐᓄᑦᓯᓕᖅᓂᑦᓴᓐᓂᑦ.
- ᑭᓲᓐᓄᑦ 1336 ᐊᑐᐊᒋᓴᐅᓪ ᐃᖏᓐᓄᑦᓯᓕᖅᓂᑦᓴᓐᓂᑦ.
- ᐱᓕᕆᓂᖅᓴᖅᓱᐃᑦ ᐃᑲᓂᒪᓕᖅ 13-ᓂᓪ ᓇᓕᓂᓐ ᐃᓱᓗᑕᒪᓂᓴᖅ ᐱᓕᕆᓂᖅᓴᖅᓱᐃᑦ ᓂᐅᐃᓐᑕᐅᔪᓂᑦ ᑲᕐᒪᓱᓂᑦ ᓂᐅᐃᓐᑕᕐᓂᓂ ᓇᓕᓂᓐ ᐃᓱᓗᑕᐅᔪᐃᓂᓂᑦ ᐃᖏᓐᓄᑦᓯᓕᖅᓂᑦᓴᓐᓂᑦ.

ᐃᓄᐃᑦ

ᐃᓄᐃᑎᑦ ᑭᕐᑕᓪᓕᑦ ᐱᓕᕆᓂᔪᓂᓴᖅ ᑎᑎᕋᕐᓂᐃᖅᓯᓂᑦ ᐃᓕᓴᐅᒪᓐ ᐃᓕᓴᐅᓕᖅᓂᑦ ᐱᓕᕆᓂᖅᓴᖅᓱᐃᑦ 10-ᓂᓪ ᓂᒪᓗ ᓄᓇᓪ 11-ᓂᓪ ᒥᐅᓂᔪᓂᖅᓴᖅᓱᐃᑦ.

1990-ᒥ ᐱᓕᕆᓂᐅᑎᔨᓚᐅᖏᓐᓄᑦ ᓂᒪᓗ ᐱᓕᕆᓂᖅᓯᓂᔪᓂᐅᑎᔨᓚᐅᖏᓐᓄᑦ

- ᑭᓱᑭᓯᓚᕆᔨᒪᓐᓇᑦ ᐱᓕᕆᓂᔪᓂᓴᑦ ᑭᖑᓂᖅᓯᓐᓄᓪᓗ, ᐃᖏᓐᓄᑦᓯᓕᖅᓂᑦᓴᓐᓂᑦ ᑭᖑᓂᖅᓯᓐᓄᓪᓗ ᐊᓂᒍᑐᐅᓂᑦ, ᐃᓚᐅᑦᔨᑎᑦ ᐃᓚᐅᑦᔨᑎᓂᓴᖅ ᑭᖑᓂᖅᓯᓐᓄᓪᓗ, ᑐᓴᓂᑎᑎᓂᐅᓪᓚᑦᓯᓂ ᐃᓚᐅᑦᔨᑎᓂᓴᖅ ᑭᖑᓂᖅᓯᓐᓄᓪᓗ ᑐᓴᓂᑎᑎᓂᐅᓪᓚᑦᓯᓂ ᐃᓚᐅᑦᔨᑎᓂᓴᖅ ᑭᖑᓂᖅᓯᓐᓄᓪᓗ ᑐᓴᓂᑎᑎᓂᐅᓪᓚᑦᓯᓂ.
- ᐱᓕᕆᓂᖅᓴᖅᓱᐃᑦ ᐃᓚᐅᑦᔨᑎᓂᓴᖅ ᑭᖑᓂᖅᓯᓐᓄᓪᓗ ᐊᓂᒍᑐᐅᓂ

- Conducted personnel workshops for both management and employees on progressive discipline, performance planning and evaluation, classification and job description writing.

Keewatin

The number of competitions for the Keewatin Region almost doubled from 1989 to 1990, resulting in an unusually active recruitment year for the ten staff of the Keewatin office. The office is located in Rankin Inlet and serves nine communities.

1990 Highlights and Achievements

- Encouraged interdepartmental co-operation, developed expertise in the recruitment process and streamlined paperwork.
- Dramatically increased the percentage of aboriginal, female and northern hires.
- Encouraged community participation in the recruitment process, ensuring ownership and participation by the community.
- Established term positions so that people could be employed as trainers and assist in training local residents to fill the positions.
- In co-operation with the local education council, established a number of casual positions for students in Grades 10 to 12 to provide incentives for students to finish school, and to plan for a career in the public service.
- Staffed 33 teaching positions from 249 applications.

Kitikmeot

The smallest of the regional personnel offices, the Kitikmeot office in Cambridge Bay has a staff of eight and serves six communities.

1990 Highlights and Achievements

- Appointed a new Equal Employment Officer.
- Filled a variety of other departmental positions with affirmative action candidates.
- ᐱᑭᓐᑐᖅᓯᒪᓕᕆᔨᖅ ᑎᒪᓚᐅᑉ ᐱᓕᕆᓂᑦ ᓅᓴᖅᓯᕐᓂᑦ ᐱᓕᕆᖏᓐᓄᑦ ᐱᕙᓪᓕᐊᓂᖅ ᐱᕐᓕᐅᑉ ᑎᕋᓱᓐᓂᖅ.
- ᑐᑭᒍᑎᕋᓚᐅᖏᑦ 135-ᓗᓂᒃ ᐱᕐᓕᐊᓂᖏᓐᓂᒃᑯᓱᓐᓂᖅᑐᑦ ᐱᑎᑕᐅᒃ ᖃᑎᖃᐅᓂ. 43-ᓕᓴᐃᓪ ᐃᓚᐅᓕᖏᑦ.
- ᐱᕐᓕᐊᓂᖏᓕᕆᔨᖅᑎᒃ ᐱᓕᕆᕐᓕᐊᑎᕋᓱᓐᓂᖅᑐᑦ ᐱᑭᓐᑎᒪᓗᓴᖏᑦ ᑲᕐᒪᓂᒃ ᑕᒪᓐ 50.7% ᐱᓕᕆᕐᓕᐊᓐᓄᐅᓕᒪᑕ ᓇᖏᖏᑐᐃᓂᖅ.

ᐃᓕᓴᕆᐅᓂᖅᑐᑦ ᐱᕐᓕᐊᓐᓄᒃ ᐱᓕᕆᐅᓕᓴᕆᓂᒃ

ᑲᕐᒪᓂᒃ ᐱᓕᕆᐅᓕᓴᕆᓂᓐᓄᒃ ᑐᑭᒍᑎᕋᓱᓐᓂᕐᓂᕐᓂ

ᑎᓪᓗ ᑲᕐᒪᓂᒃ ᐱᓕᓐᓄᐊᖅᑐᑦ ᐱᓕᕆᐅᓕᓴᕆᓂᑦᑐᑦ ᑐᑭᒍᑎᕋᓱᓐᓂᕐᓂᑦᑯᓐᓄᑦ ᐱᓕᕆᖏᓐᓄᑦᑎᒍᑎᓪᓗ ᐃᓕᓴᕆᓂᑎᒃ ᐊᓂᕐᓂᑦ ᐊᓂᕐᓂᑦᑎᒍᑎᓪᓗ ᐱᓕᕆᐅᓕᓴᕆᓂᑦᑐᑦ ᐊᓂᕐᓂᑦᑎᒍᑎᓪᓗ ᐃᓕᓴᕆᓂᑎᒃ ᐊᓂᕐᓂᑦᑎᒍᑎᓪᓗ ᐱᓕᕆᐅᓕᓴᕆᓂᑦᑐᑦ ᐱᓕᕆᐅᓕᓴᕆᓂᓐᓄᑦ

ᐊᒥᐱᕐᓂᖅ ᐱᓕᕆᖅᑐᖅᑕᒪᔨᖏᑦ ᒪᕐᒪᑦᓂ ᐱᓕᕆᓂᖅ ᓯᓚᐃᖏᓐᓂᓂ. ᐅᓂᐊ ᐱᓕᓐᓂᐊᕐᓂᒪᔨᓕᕐᓂᑦ:

- ᓯᑲᕐᖠᓂᑦ ᑎᑎᕋᑎᓂᕐᑐᑦ ᐃᓕᓐᓂᓯᓂᓂ;
- ᑐᕕᒪᖅᑕᑎᓂᕐᑐᑦ ᓴᒪᓗ ᐃᓗᐊᓐᓂᓕᕆᓂᖅ ᐅᖅᑕᕐᓂᐊᓂᖅ ᐃᑲᓴᕐᓂᑦ ᐱᓕᕆᓂᕐᑐᑦ ᐃᓐᓇᐃᓂᖅ ᐱᓕᕆᓂᕐᑐᑦ;
- ᐃᓕᓴᕐᓂᓂᓂᓕᖅ ᑲᑎᒪᓂᖅᓄᑦ ᐃᓕᓐᓂᐊᕐᓂᐅᑉᐸᓂᖅ;
- ᖃᓄᐃᑦᑐᓂᓂᖅ; ᓴᒪᓗ
- ᐃᓕᓐᓂᐊᕐᓂᓯᓂᑦᑕᒥᔨᓇᓕᕐᓂᖅ.

ᓇᓇᔨᐊᖅ ᐃᓐᓗᓂᓇᓐᓂᕐᓂᐊᕐᓂᓄᑦ

ᓇᓇᔨᐊᖅ ᐃᓐᓗᓂᓇᓐᓂᕐᓂᐊᕐᓂᓄᑦ ᐱᓕᕆᓂᕐᑐᑦ ᑭᖑᓂᑐᐃᔪᑦ ᓇᓇᔨᐊᖅᑎᑕᐅᓂᖅ ᐃᑲᔪᕐᓂᑦᑐᓂᓂᓄᑦ. ᐃᓐᓗᓂᓇᓐᓂᕐᓂᐊᕐᓂᓄᑦ ᐃᖅᑲᓇᐃᔪᖅ ᐱᓕᕆᓂᕐᑐᑦ ᐃᓐᓗᓂᓇᓐᓂᕐᓂᐊᕐᓂᓄ

- Set up an additional district manager trainee position.
- Distributed the Joint Equal Pay Questionnaire in October with a 60 per cent response by December 1.
- Produced a newsletter on a regular basis to give staff information on human resource issues and staff news.
- Through the Employee Assistance Program, provided counselling to employees with personal/family problems and/or alcohol or drug dependencies.
- Hired 39 new staff.
- Began the development of a strategic plan.

Inuvik Regional Health Board

A major development in the Inuvik Region was the stabilization of the personnel unit of the Inuvik Regional Health Board (IRHB). A new Senior Personnel Officer (IRHB) arrived in the late fall of 1989 followed by the replacement of the Pay and Benefits Administration Clerk and the establishment of an indeterminate receptionist-typist position in IRHB. Accommodated in a newly renovated area of the Inuvik Regional Hospital, this unit is now fully functional. Significant strides were made in addressing the high turnover of nursing professionals by filling virtually all nursing vacancies on a permanent rather than a term basis.

Kitikmeot Health Board

During the past year, the Health Board had a 50 per cent nursing turnover rate. Replacing nursing staff for Outpost Health Centres was an expensive and time-consuming effort.

The major goal in nursing recruitment for Outpost Health Centres of the Kitikmeot Region is to identify career goals and paths which address the professional and personal needs of the nurses. Administrative staff and human resource planners will be challenged to address the demand for the recruitment and retention of nurses.

ᑲᕐᒪᓂᖅ ᐃᖏᓇᐃᓐᓂᕐᒥᔪᓂᖅ ᐃᓕᓴᕐᓂᕐᕕᕐᓂᖅ

ᐃᓕᓴᕐᓂᕐᕕᓐᓄᑦ ᑲᕐᒪᓂᖅ ᐃᖏᓇᐃᓐᓂᕐᒥᔪᓂᖅ ᐃᓕᓴᕐᓂᕐᕕᕐᓂᕆᓕᕐᓂᑦ ᓴᓇᓕᓂᔨᓂᖅ. ᑕᒪᓐᓇ ᐱᑎᓐᓀᑎᓕᒪᔪᓐᓇ ᐃᓕᓴᕐᓂᕐᒧᓕᓂᔨᓂᑦ ᑲᕐᒪᓂᖅ ᐃᖏᓇᐃᓐᓂᕐᒥᓴᖅᓂᖅ ᐱᓕᕐᓂᕐᕕᕐᓂᕆᓕᕐᓂᖅ ᒪᓕᓂᔨᓂᖅ ᑕᒪᓐᓇᒪᓕ ᐃᓕᓴᕐᓂᕐᕕᓕᕐᓂᖅ ᐅᑎᓂᖅᑕᓕᓂᔨᓂᑦ ᐃᖏᓇᐃᓐᓂᕐᒧᓕᓂᔨᓂᖅ ᐃᓕᓴᕐᓂᕐᕕᕐᓂᕆᓕᕐᓂᖅ ᓇᓇᕆᐊᖅ. ᓴᓇᓕᓂᔨᓂᖅ ᐊᒪᓕᓂ ᑲᕐᒪᓂᖅ ᐃᖏᓇᐃᓐᓂᕐᒥᐊᓚᖅᓂᖅ ᐊᑎᓗ ᒥᓂᖅᑕᓕᓂᔨᓂᖅ ᑕᒪᓐᓇ ᐃᖏᓇᐃᓐᓂᕐᒧᓕᓂᔨᓂᖅ ᐅᑎᓂᖅᑕᓕᓂᔨᓂᖅ ᐃᓕᓴᕐᓂᕐᕕᕐᓂᕆᓕᕐᓂᖅ ᓇᓇᕆᐊᖅ.

ᑲᕐᒪᓂᖅ ᐃᖏᓇᐃᓐᓂᕐᒥᔪᓂᖅ ᐃᓕᓴᕐᓂᕐᕕᕐᓂᕆᓕᕐᓂᖅ

ᑕᒪᓐᓇ ᐱᑎᓐᓀᑎᓕᒪᔪᓐᓇ ᐊᒪᓕᓂ ᐊᒥᓱᓂᖅᓯᓂ ᐃᓕᓴᕐᓂᕐᕕᓕᕐᓂᕆᓕᕐᓂᖅ ᑎᑎᕋᐃᓚᖅ ᐃᑲᓂᕐᑎᑕᓂᕐᓂᖅᑕᓕᒪᓂᖅ. ᐊᒪᓕᓂ ᓇᓇᖏᓐᓄᐃᓇᓂᖅ ᐊᓂᓂᓕᓂᔨᓂᖅ ᐃᓕᓴᕐᓂᕐᕕᓕᕐᓂᕆᓕᕐᓂᖅ. ᐅᑭᐅᓂᖅ ᒪᑭᓂᖅ ᐅᓪᓗᕆᐊᓂᖅ ᐱᓇᐅᔭᓕᒪᓂᖅ ᐊᓂᓂᓕᓂᔨᓂᖅ ᐃᖏᓇᐃᓐᓂᕐᒧᓕᓂᔨᓂᖅ ᐃᓕᓴᕐᓂᕐᕕᓕᕐᓂᕆᓕᕐᓂᖅ ᐃᓕᓴᕐᓂᕐᕕᕐᓂᕆᓕᕐᓂᖅ. 38 ᐃᓕᓴᕐᓂᕐᕕᓐᓄᑦᑕᓕᒪᓂᖅ ᐅᑭᐅᓂᖅᑕᓕᒪᓂᖅ. ᐃᓕᓴᕐᓂᕐᕕᓕᕐᓂᕆᓕᕐᓂᖅ ᐃᓕᓴᕐᓂᕐ

ᐃᓚᖓᔪᓂᑦ ᐃᖅᓯᐃᓕᒥᐅ ᐃᓕᓴᕐᓂᐊᓕᖅᑐᑦ	
ᑭᓇᓐᓂᑦ ᓴᓇᔪᓂ	18
ᓯᑐᓐᓂᑦ	14
ᐊᑎᓴᐅ ᓂᓚᐅᓐᓂᐅ ᓂᓴᐃᒪᓐᓂᑐᑦ	6
ᓴᐃᓚᐃᖅᓂᑐᑦ ᐅᓪᓚᕐᓂᐅ	7
ᒥᔪᐊᑎᓂ	2
ᐃᓚᓐᓇᔪᓚᐃᓂ	2
ᐅᔪᓂᐃᑎᓐᓇᔪᓚᐃᓂ	1
ᐃᓚᔨᐅᓂᑦ	1
ᐃᓚᓐᓇᐅᓂᑦ	1
	52

ᐃᓕᓴᐃᔨᔪᖅᓂᖅ

ᐃᓕᓐᓂᐊᑦᓂ ᐃᖅᓯᐃᓕᖅᑎᑐᑦ ᐃᓕᓐᓂᐊᖅᓂᓕ ᖃᓗᓐ ᐱᓕᕆᐃᑉᐸᓂ ᐃᓚᖅᑎᑦᓯᓕᖅᑐᑦ ᐃᓕᓐᓂᐊᖅᓂᓕᖅᓯ ᐅᑎᕐᓄᑦ ᑭᒃᑯᓕᖅᑐᑦ ᐃᓕᓐᓂᐊᖅᓂᓕᖅᓯ. ᑕᒪᓐᓇ ᐃᓕᒪᔨᐅᑎᒋᔭᖅ 25 ᐃᓕᓐᓂᐊᖅᑎᓯᓂᑦ ᐃᑲᔪᖅᑎᒋᔭᖅ ᐃᓕᓐᓂ ᖁᖅᓂᓯᑦ ᐃᓕᓴᐃᔨᔪᖅᓂᓕᖅᓯ. ᑕᒪᓐᓇ ᐃᓕᓴᐃᔨᓕᓕᒫᓂᓯᓂᑦ ᐱᓕᕆᐃᑉᐸᓂ ᐃᑲᔪᖅᑎᒋᔭᖅ ᐊᑐᓕᖅᓯᓂᖅᓯᓗᒃᑐᑦ ᐃᓕᓐᓂᐊᖅᓂᓕᖅᓯ ᖁᖅᓂ ᑲᑎᒪᓂᑦ ᐃᓕᓐᓂᐊᖅᓯᒪᓂᑦ ᐃᓕᓐᓂᐊᖅᓂᓕᖅᓯ ᐃᑲᔪᖅᑎᒋᔭᖅ ᐃᑲᔪᖅᑎᒋᔭᖅ.

ᐃᓕᓴᐃᔨᔪᖅ 14 ᐃᓕᓐᓂᐊᖅᓂᖅᓯᓗᒃᑐᑦ 1989/90-ᒥ ᖁᖅᓂ 13 ᐃᑲᔪᖅᑎᒋᓗᒍᑦ ᐃᓕᓐᓂᐊᖅᑎᑦᓯᓂᖅ 1990/91 ᐃᓚᖅᓂ. 32 ᐃᖅᓯᐃᓕᖅᑎᓂᖅ ᐃᓕᓴᐃᔨᔪᖅᓂᓕᖅᓯ ᐃᓕᓐᓂᐊᖅᑎᖅᓂᓕᖅᑐᑦ. 16 ᐱᖁᓇᓕᖅᑐᑦ. ᑲᑎᓂᑦ 38-ᓗᒍᑦ ᐃᓕᓐᓂᐊᖅᑎᖅᓂᓕᖅᑐᑦ ᐃᑲᔪᖅᑎᒋᔭᖅ.

ᐃᖅᓯᐃᓕᖅᑐᓂᑦ ᐃᓕᓐᓂᐊᖅᓯᓱᑦ

ᐃᓕᓐᓂᐊᖅᑎᖅᓯᖅᓱᑦᑕᒥᑦ ᐅᑦᓂᓂ ᒪᑭᒃᓂᑦ ᓴᓇᔪᓂᓕᖅᓯ. ᑕᒪᓐᓇ ᐃᑲᔪᖅᑎᒋᓕᖅᑐᓂᖅ ᐊᑐᓕᖅᓯᓂᖅᑐᑦ ᖃᐅᔨᓴᓕᖅᑐᓂᖅ ᖃᓄᐃᓕᖅᑐᓂᖅ.

ᐃᓕᓐᓂᐊᖅᑎᖅᓂᓕᖅᑐᑦ ᐃᓕᓐᓂᐊᖅᓂᖅᓯᓗᒃᑐᑦ 100-ᓂᓗ ᖁᖅᓂ ᐃᖅᓯᐃᓕᖅᑎᖅᓂᖅ ᐃᓕᓐᓂᐊᖅᓂᓕᖅᓯ ᓄᓇᓕᒫᓂᓗ 1,100-ᓗᒍᑦ 1990-ᒥ ᐊᖅᑐᓕᕐᓂᑦᓗ ᑕᒪᓐᓇ $350,000.

ᐱᓇᓱᖅᓯᓂᑦ ᐊᖅᑭᒪᓕᕐᓂᖅ

ᑕᒪᓐᓇ ᐱᓇᓱᕆᔨᓕᕐᓂᖅ baᒥ ᒪᑭᒃᓂᑦ ᐱᓕᕆᖅᓴᓕᕐᓂᑦ ᓴᓇᔪᓂᑦ ᖁᖅᓂ baᒥ ᓄᓇᓕ ᐊᑕᐅᓪᓚᕆᔨᓂᑦ ᐊᖅᑭᖑᓂᓕᖅᓯ ᐱᓕᕆᖏᓐᓇᓕᕐᓂᑦ ᓄᓇᕗᑦ ᒪᑭᒃᓂᑦ ᐱᓕᕆᖏᓐᓇᒪᓂᑦ ᓄᓇᕗᒥᑦ. ᐊᖏᔪᓂᑦᓴᓂᑦ ᐃᓕᓐᓂᐊᖅᑎᓕᖅᑐᑦ ᐊᑐᓕᖅᓯᓂᖅᑐᑦ ᖁᖅᓂ ᐃᓕᓐᓂᐊᖅᓂᖅᓯᓗᒃᑐᑦ ᐅᑭᐅᖅᑕᕐᓂᖅ ᐊᐅᓚᑦ ᐃᓕᓐᓂᐊᖅᓂᖅᓯᓗᒃᑐᑦ ᐊᑐᓕᖅᓯᓂᖅᑐ

northerners to obtain journeyman status in the trades field. The program has been very successful over the past few years with many of the graduates remaining in government and in the Northwest Territories. The majority of the apprentices in training are aboriginal people (92 per cent). The program graduated 17 apprentices in 1990 of whom 16 were aboriginal and all are now employed. A total of 52 apprentices are currently in training.

Current In-Service Apprentices by Trade	
Carpentry	18
Plumbing	14
Heavy Equipment Mechanic	6
Electrician	7
Painter	2
Motor Mechanic	2
Oil Burner Mechanic	1
Cook	1
Power Engineer	1
	52

Education Leave

The Education Leave Program provides public servants with funding to attend post secondary educational institutions for up to four years to enhance their academic backgrounds. In addition, approximately 25 classroom assistants per year are provided with funding to attend the Teacher Education Program and obtain their teaching certificates. The Professional Improvement Fund for Teachers provides funding support for government teachers to obtain up to one additional year of post secondary education.

Fourteen teachers obtained an additional year of training in 1989/90 and 13 are being supported for the 1990/91 academic year. Thirty two employees participated in the Education Leave Program; 16 obtained their diplomas or degrees. There are currently 38 employees supported by the program.

Generalist Staff Training

This program provides short two to four-day training courses for public servants on a fee for service basis. The courses are designed to provide generalist skills which will be of use in a variety of operational settings.

The Department of Education delivered 100 courses to over 1,100 employees in 1990 at a total cost of $350,000.

Current Education Leave Recipients

Program of Study	Institution	Duration of Program
BA Economics	University of Calgary	1 Year
Social Work Program	Arctic College	1 Year
Social Work Program	University of Calgary	2 Years
BA Honours English	University of Saskatchewan	2 Years
Business - Labour Studies	McMaster University	1 Year
BN Nursing	University of Lethbridge	1 Year
Masters Epidemiology	University of Ottawa	1 Year
BA Environment Studies	Carleton University	1 Year
BN Nursing	University of Brunswick	2 Years
BA Anthropology	Dalhousie University	2 Years
BA Communications	Simon Fraser University	2 Years
MBAU	University of British Columbia	1 Year
Engineering Technology	Cambrian College	2 Years
BN Nursing	University of British Columbia	1 Year
Co-op Work/Study Program	Lethbridge College	1 Year
Bus. Personnel Management	University of Arizona	3 Years
Teacher Education	Arctic College	2 Years
Public Business Administration	Arctic College	2 Years
Public Business Administration	Arctic College	2 Years
Commerce	University of Saskatchewan	4 Years
Construction Technology	NAIT	2 Years
Social Work Program	University of Saskatchewan	1 Year
Business Management	University of Lethbridge	1 Year
Commerce	Mount Royal College	1 Year
Masters Education Admin.	University of Saskatchewan	1 Year
Education Technology	McGill University	1 Year
B. Education Teacher Education	University of Saskatchewan	2 Years
Ultra Sound Technology	Victoria Hospital, Halifax	1 Year
Co-op Work/Study Program	Camosun College	1 Year
Dentistry	McGill University	5 Years
Architectural Technology	NAIT	3 Years
BA Linguistics	Memorial University	4 Years
Accelerated Accounting	NAIT	3 Years
Public Business Administration	Dalhousie University	2 Years
BA Urban & Region Plan	Ryerson Polytech Institute	3 Years
B Ed Teacher Education	Simon Fraser University	2 Years
Masters Family Health	London University	1 Year

Career Assignment Program (CAP)

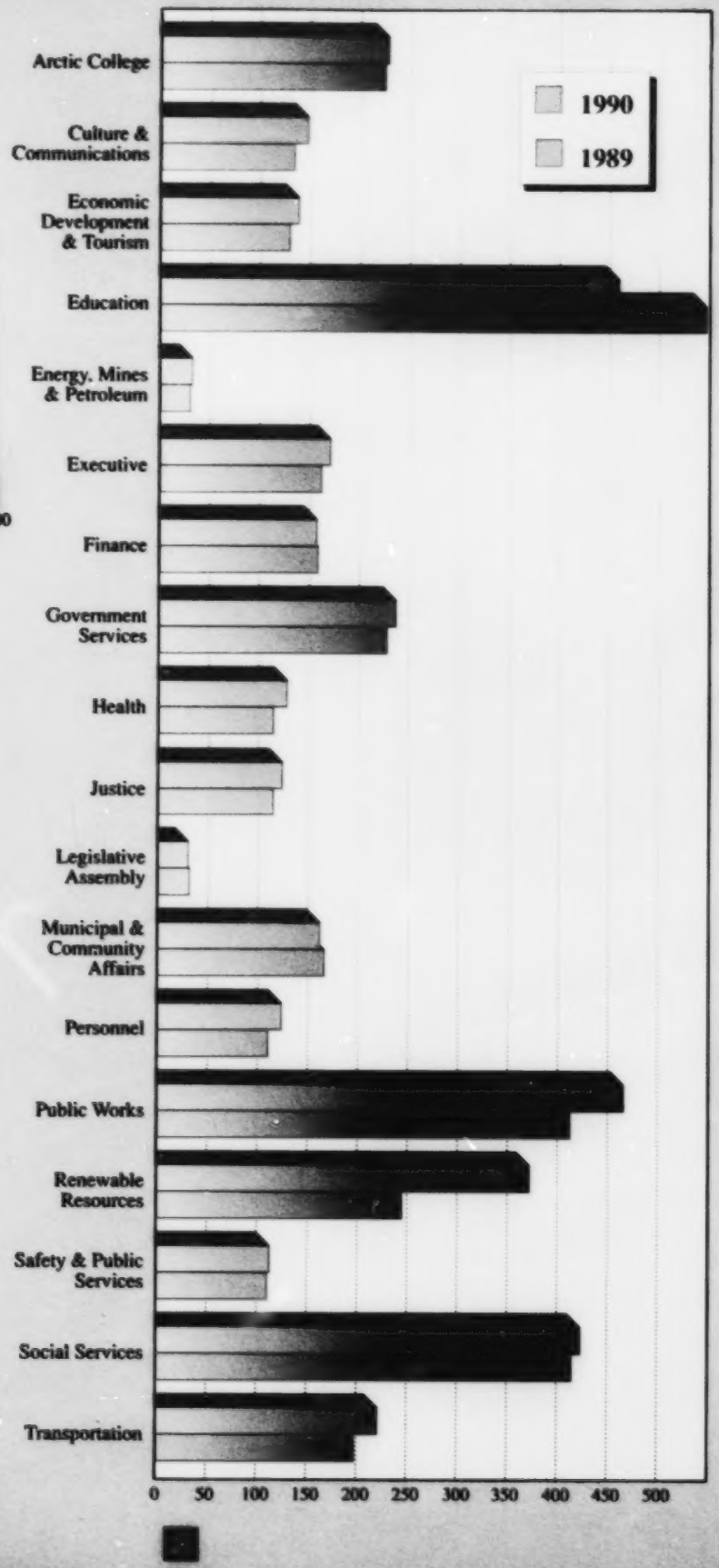
This program is delivered by the federal government (Public Service Commission) with participation from a number of provincial and territorial governments including the Government of the Northwest Territories. Participants must initially go through an intensive process of assessment and those who are assessed as having management potential are eligible for a six week concentrated management course followed by a one to two-year assignment with a federal government department. In 1990 a total of 12 G.N.W.T. employees were assessed, three took the course and one employee is currently on assignment.

Principal Certification

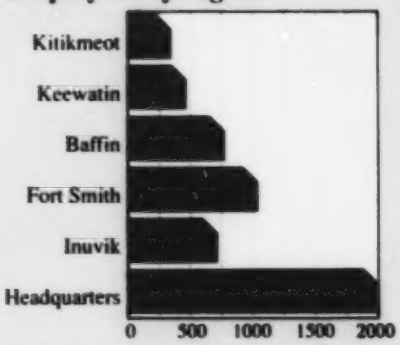
This project is jointly funded by the Department of Education and the Northwest Territories' Teachers Association. The program of summer courses is affiliated with the Ontario Institute for Studies in Education and is designed to provide certification to teachers and principals in N.W.T. schools so that they have the leadership and management skills to be effective principals. A total of 122 teachers have graduated from the program thus far and 37 are currently enrolled.

DEPARTMENT OF PERSONNEL

Employees by department

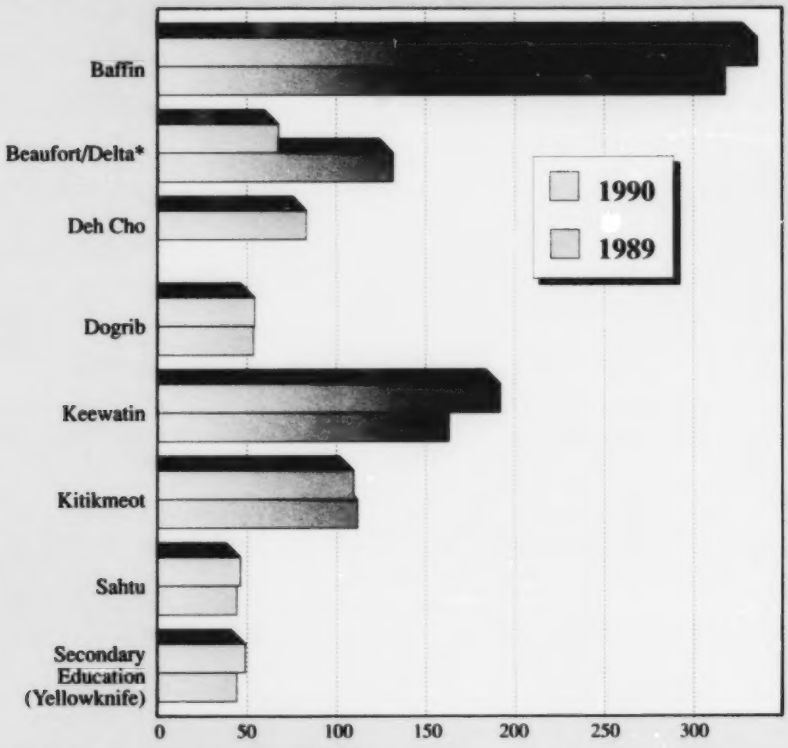


Employees by region



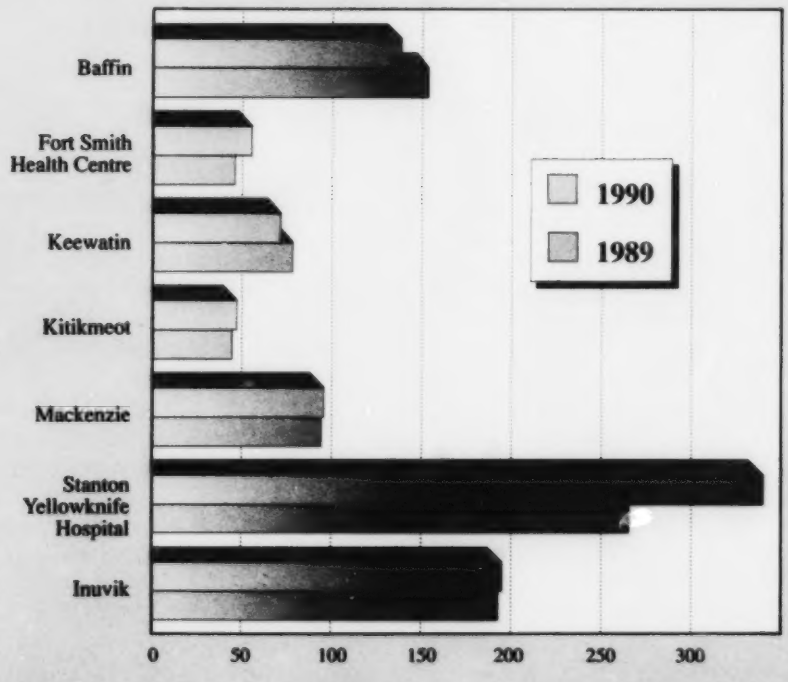
1990
1989
0
50
100
150
200
250
300
350
400
450
500
0
500
1000
1500
2000

School boards and their populations



** Inuvik schools are now included with Dept of Education*

Health boards and their populations

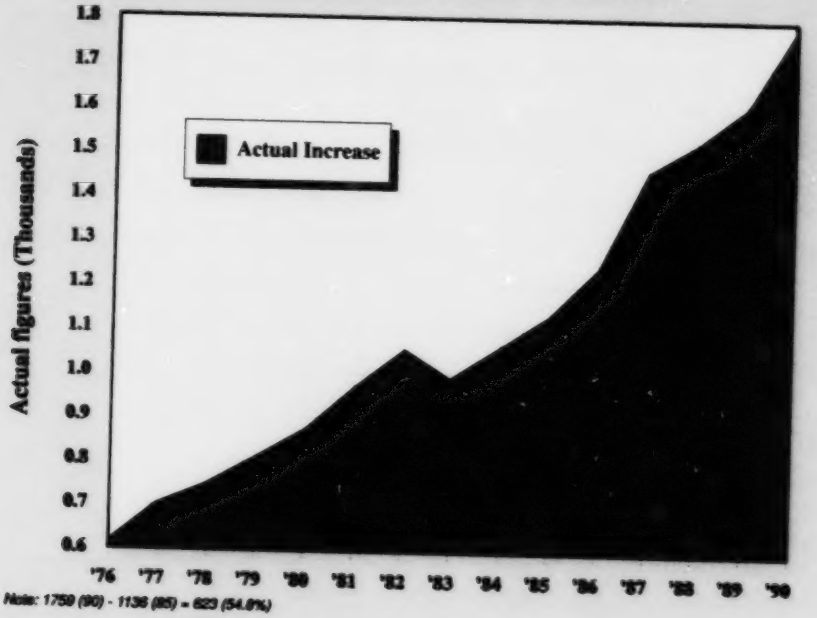


ᐃᓕᓴᕐᓂᐊᕐᓂᖅ ᑲᑎᒪᔨᓪᓗ ᐊᒥᓱᓕᕆᔨᒃᑐᑦ

ᐃᓄᐃᑦ ᐃᓕᓴᕐᓂᐊᕐᓂᖅ ᐃᓚᖃᑦ ᐃᓕᓴᕐᓂᐊᕐᓂᖅ

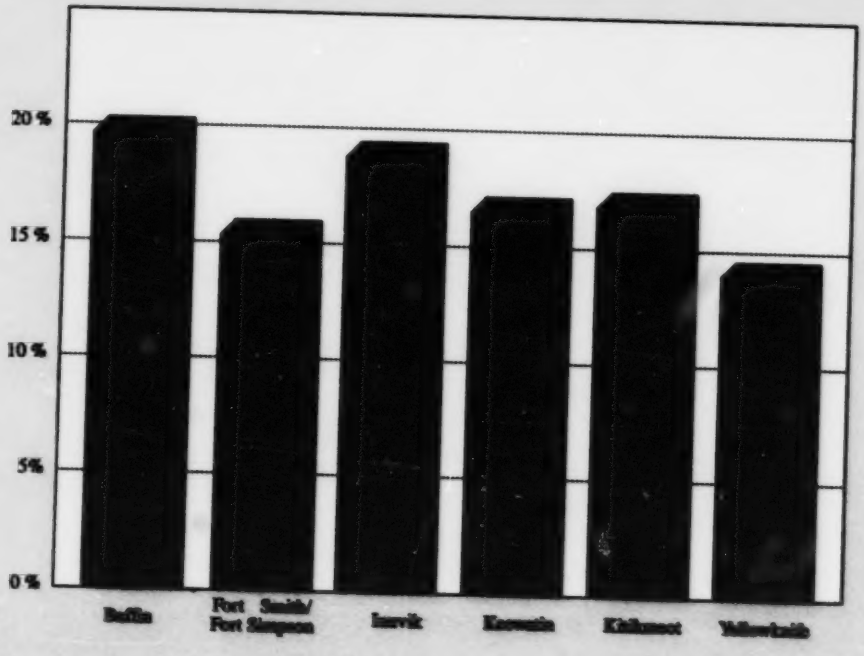
ᐊᓂᓄᕐᓂᑕᐃᓕᓴᕐᓂᐊᕐᓂᖅ ᐊᒥᓱᓕᕆᔨᒃᑐᑦ

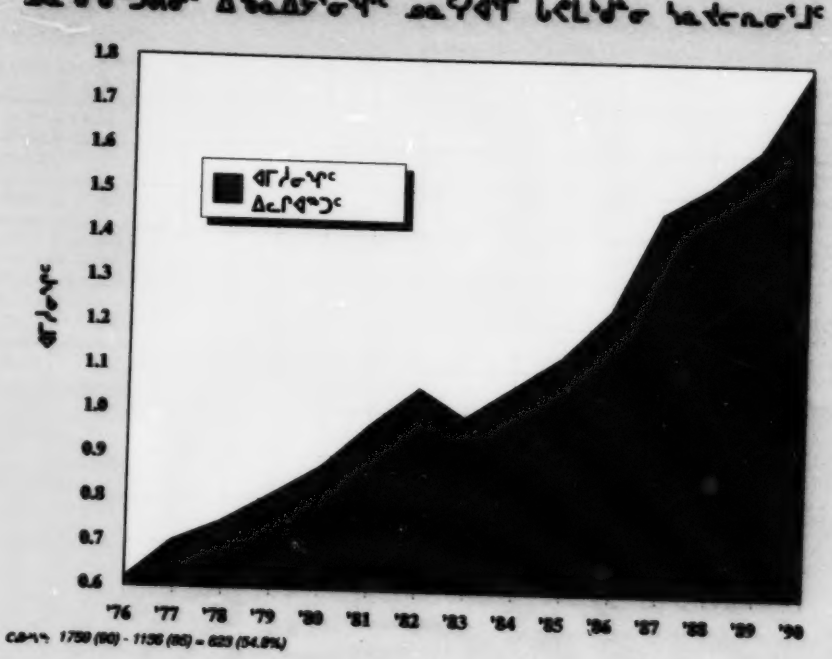
Aboriginal Employment in the GNWT Public Service

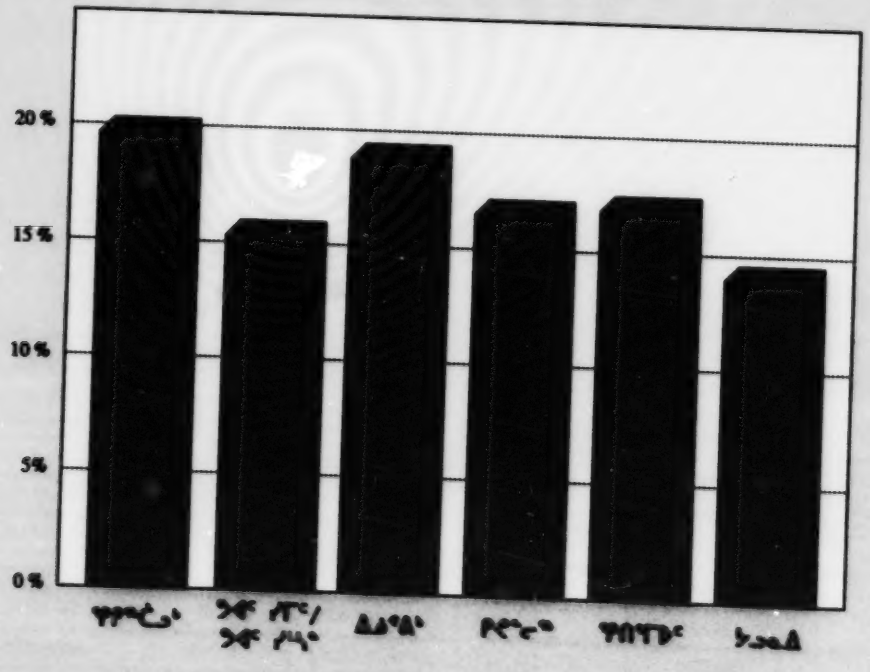


Note: 1759 (90) - 1136 (85) = 623 (54.8%)

Regional Turnover Rates




1.8
1.7
1.6
1.5
1.4
1.3
1.2
1.1
1.0
0.9
0.8
0.7
0.6
'76 '77 '78 '79 '80 '81 '82 '83 '84 '85 '86 '87 '88 '89 '90


20 %
15 %
10 %
5%
0 %

Employment in the GNWT by Affirmative Action Category

Region	Women in management	Total management	Women in non-traditional	Total non-traditional	Indigenous Aboriginal	Disabled	Total employees
Headquarters	41 (18.6%)*	221	63 (13.9%)**	454	334 (16.7%)***	3 (0.2%)***	2000
Fort Smith	6 (15.4%)	39	34 (11.4%)	298	430 (42.0%)	2 (0.2%)	1024
Inuvik	7 (25.9%)	27	10 (6.5%)	155	264 (37.1%)	0 (0.0%)	711
Baffin	9 (32.1%)	28	16 (10.9%)	147	331 (43.8%)	0 (0.0%)	756
Keewatin	3 (17.6%)	17	9 (12.2%)	74	238 (51.6%)	0 (0.0%)	461
Kitikmeot	3 (16.7%)	18	3 (5.3%)	57	162 (49.7%)	1 (0.3%)	326
Total	69 (19.7%)	350	135 (11.4%)	1185	1759 (33.3%)	6 (0.1%)	5278

Note: Baffin Regional Health Board, Stanton Yellowknife Hospital and Fort Smith Health Centre are not included.
Individuals with more than one affirmative action characteristic are counted more than once.
* *Percentage of total management*
** *Percentage of total non-traditional*
*** *Percentage of total employees*

Senior Managers in the GNWT, 1990

Region	Indigenous Aboriginal	Total Hay Plan Employees
Headquarters	16 (7.4%)	217
Fort Smith	6 (21.4%)	28
Inuvik	3 (14.3%)	21
Baffin	1 (6.3%)	16
Keewatin	4 (26.7%)	15
Kitikmeot	2 (13.3%)	15
Total	32 (10.3%)	312

Note: Baffin Regional Health Board, Stanton Yellowknife Hospital and Fort Smith Health Centre are not included. Individuals with more than one affirmative action characteristic are counted more than once.

Promotion and Transfer within the GNWT in 1990 by Affirmative Action Category

Region	Women in management	Total management	Women in non-traditional	Total non-traditional	Indigenous Aboriginal	Total employees
Headquarters	9 (34.6%)*	26	8 (17.8%)**	45	67 (25.2%)***	266
Fort Smith	3 (50.0%)	6	0 (0.0%)	41	64 (47.8%)	134
Inuvik	2 (25.0%)	8	1 (5.0%)	20	31 (32.6%)	95
Baffin	1 (16.7%)	6	2 (18.2%)	11	43 (43.0%)	100
Keewatin	1 (33.3%)	3	2 (28.6%)	7	20 (41.7%)	48
Kitikmeot	0 (0.0%)	2	2 (20.0%)	10	22 (51.2%)	43
Total	16 (31.4%)	51	15 (11.2%)	134	247 (36.0%)	686

Note: Baffin Regional Health Board, Stanton Yellowknife Hospital and Fort Smith Health Centre are not included.
Individuals with more than one affirmative action characteristic are counted more than once.
* *Percentage of total management*
** *Percentage of total non-traditional*
*** *Percentage of total employees*

ᐱᓕᕆᔨᒃᑐᑦ ᓄᓇᕗᒻᒥ ᑲᑎᒪᔨᖏᑦᑐᓂ ᐱᖓᓱᓕᕆᓂᖅᓯᒪᔪᓂᒃ

ᓄᓇᑦ ᖃᐅᔨᓴᕐᓗᒋᑦ	ᑭᓇᐅᔭᖅ ᑭᖑᓪᓗᒍᑦ ᐅᑎᓪᓗᒍᑦ	ᐃᓚᖓᑦ ᑭᖑᓪᓗᒍᑦ	ᑭᓇᐅᔭᖅ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐊᑐᐃᓐᓇᕐᓂᖅᓴᖅ ᐃᓕᓴᕐᓂᖅᓴᖅ	ᐃᓚᖓᑦ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐊᑐᐃᓐᓇᕐᓂᖅᓴᖅ ᐃᓕᓴᕐᓂᖅᓴᖅ	ᓄᓇᕗᒻᒥᓕᒫᑦ	ᐅᑎᒥᑎᒃ ᖃᐅᔨᓴᕐᓂᖅᓴᖅ	ᐃᓚᖓᑦ ᓴᓇᓂ (ᐃᓕᓴᕐᓂᖅᓴᖅ)
ᑭᖑᓂᖓᑕᒃ	41 (18.6%)*	221	63 (13.9%)**	454	334 (16.7%)***	3 (0.2%)***	2000
ᖁᓕᓂ ᓴᒥ	6 (15.4%)	39	34 (11.4%)	298	430 (42.0%)	2 (0.2%)	1024
ᐃᓕᓐᓂ	7 (25.9%)	27	10 (6.5%)	155	264 (37.1%)	0 (0.0%)	711
ᕿᕿᓪᓚᓂ	9 (32.1%)	28	16 (10.9%)	147	331 (43.8%)	0 (0.0%)	756
ᑭᑦᓯᓐ	3 (17.6%)	17	9 (12.2%)	74	238 (51.6%)	0 (0.0%)	461
ᕿᑎᖅᑕᑦ	3 (16.7%)	18	3 (5.3%)	57	162 (49.7%)	1 (0.3%)	326
ᐃᓐᓇᓂᑦ	69 (19.7%)	350	135 (11.4%)	1185	1759 (33.3%)	6 (0.1%)	5278

ᑕᐃᔭᖅ: ᕿᕿᓪᓚᓂᒃ ᕿᓂᕿᓐᓂᓕᒃᓴᒃ ᐱᓕᕆᔨ, ᑭᑦᑕ ᖃᓄᐃᑦ ᕿᓂᕿᓐᓂᖅᓯᒪᔪᖅ ᑭᓚᓗ ᖁᓕᓂ ᓴᒥ ᕿᓂᕿᓐᓂᖅᓯᒪᔪᖅ ᐃᓚᕕᓴᖅ. ᐊᑕᐅᓯᕐᓂᑦᑐᑦ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐃᓄᐃᑦᑐᖅᑐᓂᒃ ᐃᓚᖓᑦ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐊᑐᐃᓐᓇᕐᓂᖅᓴᖅ ᐃᓕᓴᕐᓂᖅᓴᖅ.

* ᑮᓇᐅᔭᖅ ᐃᓚᖓᑦ ᑭᖑᓂᖓᑕᒃ
** ᑮᓇᐅᔭᖅ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐊᑐᐃᓐᓇᕐᓂᖅᓴᖅ ᐃᓕᓴᕐᓂᖅᓴᖅ
*** ᑮᓇᐅᔭᖅ ᐃᓚᖓᑦ ᓴᓇᓂ (ᐃᓕᓴᕐᓂᖅᓴᖅ)

ᕿᓐᓄᐊᓕᒫᓂᖅᓯᒪᔪᑦ ᐃᓕᓴᕐᓂᖅᓴᖅᓯᒪ ᓄᓇᕗᒻᒥᓕᒫᑦ ᑲᑎᒪᔨᖏᑦᑐᓂ 1990–ᒥ

ᓄᓇᑦ ᖃᐅᔨᓴᕐᓗᒋᑦ	ᓄᓇᕗᒻᒥᓕᒫᑦ ᓴᓇᓂᓕᒫᑦ	ᐃᓚᖓᑦ ᕿᓐᓄᐊᓕᒫᓂᖅᓯᒪᔪᑦ ᐊᑐᐃᓐᓇᕐᓂᖅᓴᖅ
ᑭᖑᓂᖓᑕᒃ	16 (7.4%)	217
ᖁᓕᓂ ᓴᒥ	6 (21.4%)	28
ᐃᓕᓐᓂ	3 (14.3%)	21
ᕿᕿᓪᓚᓂ	1 (6.3%)	16
ᑭᑦᓯᓐ	4 (26.7%)	15
ᕿᑎᖅᑕᑦ	2 (13.3%)	15
ᐃᓐᓇᓂᑦ	32 (10.3%)	312

ᑕᐃᔭᖅ: ᕿᕿᓪᓚᓂᒃ ᕿᓂᕿᓐᓂᓕᒃᓴᒃ ᐱᓕᕆᔨ, ᑭᑦᑕ ᖃᓄᐃᑦ ᕿᓂᕿᓐᓂᖅᓯᒪᔪᖅ, ᖁᓕᓂ ᓴᒥ ᕿᓂᕿᓐᓂᖅᓯᒪᔪᖅ ᑮᓇᐅᔭᖅ ᐃᓚᕕᓴᖅ. ᐊᑕᐅᓯᕐᓂᑦᑐᑦ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐃᓄᐃᑦᑐᖅᑐᓂᒃ ᐃᓚᖓᑦ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐊᑐᐃᓐᓇᕐᓂᖅᓴᖅ ᐃᓕᓴᕐᓂᖅᓴᖅ.

ᐊᓯᔾᔨᕐᓗᒍᓕᒫᑦ ᐱᓕᕆᓂᖅᓯᒪᔪᓂᒃ ᑭᓱᓕ ᓄᑖᑎᑦ ᓄᓇᕗᒻᒥᓕᒫᑦ ᑲᑎᒪᔨᖏᑦᑐᓂ ᐱᓕᕆᔨᒃᑐᑦ 1990–ᒥ ᐱᑦᓯᓕᒫᓂᕐᒧᑦ

ᓄᓇᑦ ᖃᐅᔨᓴᕐᓗᒋᑦ	ᑭᓇᐅᔭᖅ ᑭᖑᓪᓗᒍᑦ ᐅᑎᓪᓗᒍᑦ	ᐃᓚᖓᑦ ᑭᖑᓪᓗᒍᑦ	ᑭᓇᐅᔭᖅ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐊᑐᐃᓐᓇᕐᓂᖅᓴᖅ ᐃᓕᓴᕐᓂᖅᓴᖅ	ᐃᓚᖓᑦ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐊᑐᐃᓐᓇᕐᓂᖅᓴᖅ ᐃᓕᓴᕐᓂᖅᓴᖅ	ᓄᓇᕗᒻᒥᓕᒫᑦ	ᐃᓚᖓᑦ ᓴᓇᓂ (ᐃᓕᓴᕐᓂᖅᓴᖅ)
ᑭᖑᓂᖓᑕᒃ	9 (34.6%)*	26	8 (17.8%)**	45	67 (25.2%)***	266
ᖁᓕᓂ ᓴᒥ	3 (50.0%)	6	0 (0.0%)	41	64 (47.8%)	134
ᐃᓕᓐᓂ	2 (25.0%)	8	1 (5.0%)	20	31 (32.6%)	95
ᕿᕿᓪᓚᓂ	1 (16.7%)	6	2 (18.2%)	11	43 (43.0%)	100
ᑭᑦᓯᓐ	1 (33.3%)	3	2 (28.6%)	7	20 (41.7%)	48
ᕿᑎᖅᑕᑦ	0 (0.0%)	2	2 (20.0%)	10	22 (51.2%)	43
ᐃᓐᓇᓂᑦ	16 (31.4%)	51	15 (11.2%)	134	247 (36.0%)	686

ᑕᐃᔭᖅ: ᕿᕿᓪᓚᓂᒃ ᕿᓂᕿᓐᓂᓕᒃᓴᒃ ᐱᓕᕆᔨ, ᑭᑦᑕ ᖃᓄᐃᑦ ᕿᓂᕿᓐᓂᖅᓯᒪᔪᖅ ᑭᓚᓗ ᖁᓕᓂ ᓴᒥ ᕿᓂᕿᓐᓂᖅᓯᒪᔪᖅ ᐃᓚᕕᓴᖅ. ᐊᑕᐅᓯᕐᓂᑦᑐᑦ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐃᓄᐃᑦᑐᖅᑐᓂᒃ ᐃᓚᖓᑦ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐊᑐᐃᓐᓇᕐᓂᖅᓴᖅ ᐃᓕᓴᕐᓂᖅᓴᖅ.

* ᑮᓇᐅᔭᖅ ᐃᓚᖓᑦ ᑭᖑᓂᖓᑕᒃ
** ᑮᓇᐅᔭᖅ ᐱᓕᕆᓂᖅᓯᒪᔪᑦ ᐊᑐᐃᓐᓇᕐᓂᖅᓴᖅ ᐃᓕᓴᕐᓂᖅᓴᖅ
*** ᑮᓇᐅᔭᖅ ᐃᓚᖓᑦ ᓴᓇᓂ (ᐃᓕᓴᕐᓂᖅᓴᖅ)

Distribution of GNWT Employees and Pay Level

Headquarters			
Pay Levels	**Indigenous Aboriginal**	**Other Employees**	**Total Employees**
Up to 13	54 (31.0%)	120 (69.0%)	174
14 to 18	87 (19.4%)	361 (80.6%)	448
19 to 23	90 (27.3%)	240 (72.7%)	330
24 to 35	85 (11.1%)	681 (88.9%)	766
Hay Plan	16 (7.4%)	210 (92.6%)	217
Teachers	1 (1.9%)	53 (98.1%)	54
Instructors	1 (9.1%)	10 (90.9%)	11
Total	334 (16.7%)	1666 (83.3%)	2000

Stanton Yellowknife Hospital not included

Fort Smith			
Pay Levels	**Indigenous Aboriginal**	**Other Employees**	**Total Employees**
Up to 13	166 (68.0%)	78 (32.0%)	244
14 to 18	100 (55.6%)	80 (44.4%)	180
19 to 23	98 (53.0%)	87 (47.0%)	185
24 to 35	30 (20.8%)	114 (79.2%)	144
Hay Plan	6 (21.4%)	22 (78.6%)	28
Teachers	24 (12.8%)	164 (87.2%)	188
Instructors	6 (11.8%)	45 (88.2%)	51
Total	430 (42.0%)	594 (58.0%)	1024

Fort Smith Health Centre not included

Inuvik			
Pay Levels	**Indigenous Aboriginal**	**Other Employees**	**Total Employees**
Up to 13	119 (70.8%)	49 (29.2%)	168
14 to 18	54 (45.4%)	65 (54.6%)	119
19 to 23	55 (37.4%)	92 (62.6%)	147
24 to 35	14 (11.4%)	109 (88.6%)	123
Hay Plan	3 (14.3%)	18 (85.7%)	21
Teachers	18 (14.9%)	103 (85.1%)	121
Instructors	1 (8.3%)	11 (91.7%)	12
Total	264 (37.1%)	447 (62.9%)	711

ᓄᓇᕗᑦᑕᐅᓯᒪᔪᑦ ᓴᓇᔨᖏᑦ ᑲᑎᒪᔨᖅ ᐱᓕᕆᔨᒃᑯᑦ ᑭᓇᐅᔭᓕᕆᓂᖅ

ᐃᓯᒪᓕᑦ

ᑭᓇᐅᔭᓕᕆᓂᖅ	ᓴᓇᖃᖅᑎᑦᓯᔪᖅ	ᓯᕗᓂᑦ ᐱᓕᕆᔨᒃ	ᑲᑎᒪᓂᑦ ᓴᓇᔨᒃ
ᑎᑭᒪᓂᑦ 13–ᒧᑦ	54 (31.0%)	120 (69.0%)	174
14–ᒥᑦ 18–ᒧᑦ	87 (19.4%)	361 (80.6%)	448
19–ᒥᑦ 23–ᒧᑦ	90 (27.3%)	240 (72.7%)	330
24–ᒥᑦ 35–ᒧᑦ	85 (11.1%)	681 (88.9%)	766
ᑲᑎᒪᔨᖅ ᓂᐊᓕᖅᓴᓂᒃ ᐊᑦᑐᕐᓗᒍᓂᒃ	16 (7.4%)	210 (92.6%)	217
ᐃᓕᓴᐃᔨᒃ	1 (1.9%)	53 (98.1%)	54
ᐃᓕᓴᐃᔨᒃ	1 (9.1%)	10 (90.9%)	11
ᑲᑎᒪᓂᑦ	334 (16.7%)	1666 (83.3%)	2000

ᐊᑦᑕᑦ ᓂᓚᓂᖅ ᑲᓇᐃᔨᖅ ᐃᓕᓴᐃᔨᒃᑯᑦᑐᒥ

ᐅᖃᐅᓯᖅ

ᑭᓇᐅᔭᓕᕆᓂᖅ	ᓴᓇᖃᖅᑎᑦᓯᔪᖅ	ᓯᕗᓂᑦ ᐱᓕᕆᔨᒃ	ᑲᑎᒪᓂᑦ ᓴᓇᔨᒃ
ᑎᑭᒪᓂᑦ 13–ᒧᑦ	166 (68.0%)	78 (32.0%)	244
14–ᒥᑦ 18–ᒧᑦ	100 (55.6%)	80 (44.4%)	180
19–ᒥᑦ 23–ᒧᑦ	98 (53.0%)	87 (47.0%)	185
24–ᒥᑦ 35–ᒧᑦ	30 (20.8%)	114 (79.2%)	144
ᑲᑎᒪᔨᖅ ᓂᐊᓕᖅᓴᓂᒃ ᐊᑦᑐᕐᓗᒍᓂᒃ	6 (21.4%)	22 (78.6%)	28
ᐃᓕᓴᐃᔨᒃ	24 (12.8%)	164 (87.2%)	188
ᐃᓕᓴᐃᔨᒃ	6 (11.8%)	45 (88.2%)	51
ᑲᑎᒪᓂᑦ	430 (42.0%)	594 (58.0%)	1024

ᐅᖃᓕ ᓄᑖᑦ ᓂᓚᓂᖅ ᐃᓕᑦᑐᕐᓗᒍᓂᒃ

ᐃᓚᖏᓐᓇᖅ

ᑭᓇᐅᔭᓕᕆᓂᖅ	ᓴᓇᖃᖅᑎᑦᓯᔪᖅ	ᓯᕗᓂᑦ ᐱᓕᕆᔨᒃ	ᑲᑎᒪᓂᑦ ᓴᓇᔨᒃ
ᑎᑭᒪᓂᑦ 13–ᒧᑦ	119 (70.8%)	49 (29.2%)	168
14–ᒥᑦ 18–ᒧᑦ	54 (45.4%)	65 (54.6%)	119
19–ᒥᑦ 23–ᒧᑦ	55 (37.4%)	92 (62.6%)	147
24–ᒥᑦ 35–ᒧᑦ	14 (11.4%)	109 (88.6%)	123
ᑲᑎᒪᔨᖅ ᓂᐊᓕᖅᓴᓂᒃ ᐊᑦᑐᕐᓗᒍᓂᒃ	3 (14.3%)	18 (85.7%)	21
ᐃᓕᓴᐃᔨᒃ	18 (14.9%)	103 (85.1%)	121
ᐃᓕᓴᐃᔨᒃ	1 (8.3%)	11 (91.7%)	12
ᑲᑎᒪᓂᑦ	264 (37.1%)	447 (62.9%)	711

Distribution of the GNWT Employees by Pay Level

Baffin			
Pay Levels	Indigenous Aboriginal	Other Employees	Total Employees
Up to 13	112 (84.8%)	20 (15.2%)	132
14 to 18	88 (71.5%)	35 (28.5%)	123
19 to 23	52 (50.0%)	52 (50.0%)	104
24 to 35	29 (23.0%)	97 (77.0%)	126
Hay Plan	1 (6.3%)	15 (93.8%)	16
Teachers	44 (20.5%)	171 (79.5%)	215
Instructors	5 (12.5%)	35 (87.5%)	40
Total	331 (43.8%)	425 (56.2%)	756

Baffin Regional Health Board not included

Keewatin			
Pay Levels	Indigenous Aboriginal	Other Employees	Total Employees
Up to 13	107 (93.0%)	9 (7.0%)	115
14 to 18	54 (75.0%)	18 (25.0%)	72
19 to 23	37 (50.0%)	37 (50.0%)	74
24 to 35	17 (23.9%)	54 (76.1%)	71
Hay Plan	4 (26.7%)	11 (73.3%)	15
Teachers	13 (13.1%)	86 (86.9%)	99
Instructors	6 (40.0%)	9 (60.0%)	15
Total	238 (51.6%)	223 (48.4%)	461

Kitikmeot			
Pay Levels	Indigenous Aboriginal	Other Employees	Total Employees
Up to 13	65 (95.6%)	3 (4.4%)	68
14 to 18	36 (83.7%)	7 (16.3%)	43
19 to 23	35 (50.7%)	34 (49.3%)	69
24 to 35	13 (22.8%)	44 (77.2%)	57
Hay Plan	2 (13.3%)	13 (86.7%)	15
Teachers	10 (15.4%)	55 (84.6%)	65
Instructors	1 (11.1%)	8 (88.9%)	9
Total	162 (49.7%)	164 (50.3%)	326

All Regions			
Pay Levels	Indigenous Aboriginal	Other Employees	Total Employees
Up to 13	623 (69.1%)	278 (30.9%)	901
14 to 18	419 (42.5%)	566 (57.5%)	985
19 to 23	367 (40.4%)	542 (59.6%)	909
24 to 35	188 (14.6%)	1099 (85.4%)	1287
Hay Plan	32 (10.3%)	280 (89.7%)	312
Teachers	110 (14.7%)	636 (85.3%)	746
Instructors	20 (14.5%)	118 (85.5%)	138
Total	1759 (33.3%)	3519 (66.7%)	5278

ᖃᓄᐃᓕᒃᑐᖅ			
ᐱᓇᑦᓯᓕᒃᑐᑦ/ᓴᓇᔨᓕᒃᑐᑦ	ᓄᓇᕗᑦ/ᓄᓇᕗᒻᒥᒃ	ᐅᖃᖅᑐᑦ ᐱᓕᕆᔨᒃ	ᑲᑎᒪᔨᖏᑦ ᖃᓄᐃᑦ
ᑎᑭᓇᓂᒃ 13–ᒧᑦ	112 (84.8%)	20 (15.2%)	132
14–ᒥᑦ 18–ᒧᑦ	88 (71.5%)	35 (28.5%)	123
19–ᒥᑦ 23–ᒧᑦ	52 (50.0%)	52 (50.0%)	104
24–ᒥᑦ 35–ᒧᑦ	29 (23.0%)	97 (77.0%)	126
ᒪᓕᒐᓂᒃ ᐅᖃᓕᒫᓄᑦ ᐊᑐᐃᓕᓴᖅᑐᑦ	1 (6.3%)	15 (93.8%)	16
ᐃᓕᓴᐃᔨᑦ	44 (20.5%)	171 (79.5%)	215
ᐃᓕᓴᐃᔨᑦ	5 (12.5%)	35 (87.5%)	40
ᑲᑎᒪᔨᖏᑦ	331 (43.8%)	425 (56.2%)	756

ᐊᐅᓚᑦᓯᒪᓂᖅ ᐅᓂᒃᑳᖅᑎᑦ ᑲᑎᒪᔨᖏᓂᒃ ᐃᓚᐅᑦᓯᒧᑦ

ᑭᓱᓪᓗᒍ			
ᐱᓇᑦᓯᓕᒃᑐᑦ/ᓴᓇᔨᓕᒃᑐᑦ	ᓄᓇᕗᑦ/ᓄᓇᕗᒻᒥᒃ	ᐅᖃᖅᑐᑦ ᐱᓕᕆᔨᒃ	ᑲᑎᒪᔨᖏᑦ ᖃᓄᐃᑦ
ᑎᑭᓇᓂᒃ 13–ᒧᑦ	107 (93.0%)	9 (7.0%)	115
14–ᒥᑦ 18–ᒧᑦ	54 (75.0%)	18 (25.0%)	72
19–ᒥᑦ 23–ᒧᑦ	37 (50.0%)	37 (50.0%)	74
24–ᒥᑦ 35–ᒧᑦ	17 (23.9%)	54 (76.1%)	71
ᒪᓕᒐᓂᒃ ᐅᖃᓕᒫᓄᑦ ᐊᑐᐃᓕᓴᖅᑐᑦ	4 (26.7%)	11 (73.3%)	15
ᐃᓕᓴᐃᔨᑦ	13 (13.1%)	86 (86.9%)	99
ᐃᓕᓴᐃᔨᑦ	6 (40.0%)	9 (60.0%)	15
ᑲᑎᒪᔨᖏᑦ	238 (51.6%)	223 (48.4%)	461

ᖃᑎᖅᑕᐅᑦ			
ᐱᓇᑦᓯᓕᒃᑐᑦ/ᓴᓇᔨᓕᒃᑐᑦ	ᓄᓇᕗᑦ/ᓄᓇᕗᒻᒥᒃ	ᐅᖃᖅᑐᑦ ᐱᓕᕆᔨᒃ	ᑲᑎᒪᔨᖏᑦ ᖃᓄᐃᑦ
ᑎᑭᓇᓂᒃ 13–ᒧᑦ	65 (95.6%)	3 (4.4%)	68
14–ᒥᑦ 18–ᒧᑦ	36 (83.7%)	7 (16.3%)	43
19–ᒥᑦ 23–ᒧᑦ	35 (50.7%)	34 (49.3%)	69
24–ᒥᑦ 35–ᒧᑦ	13 (22.8%)	44 (77.2%)	57
ᒪᓕᒐᓂᒃ ᐅᖃᓕᒫᓄᑦ ᐊᑐᐃᓕᓴᖅᑐᑦ	2 (13.3%)	13 (86.7%)	15
ᐃᓕᓴᐃᔨᑦ	10 (15.4%)	55 (84.6%)	65
ᐃᓕᓴᐃᔨᑦ	1 (11.1%)	8 (88.9%)	9
ᑲᑎᒪᔨᖏᑦ	162 (49.7%)	164 (50.3%)	326

ᓄᓇᐃᑦ ᐊᐱᕐᓇᖅᓯᒪᔪᑦ ᑕᒪᓐᓇᑐ			
ᐱᓇᑦᓯᓕᒃᑐᑦ/ᓴᓇᔨᓕᒃᑐᑦ	ᓄᓇᕗᑦ/ᓄᓇᕗᒻᒥᒃ	ᐅᖃᖅᑐᑦ ᐱᓕᕆᔨᒃ	ᑲᑎᒪᔨᖏᑦ ᖃᓄᐃᑦ
ᑎᑭᓇᓂᒃ 13–ᒧᑦ	623 (69.1%)	278 (30.9%)	901
14–ᒥᑦ 18–ᒧᑦ	419 (42.5%)	566 (57.5%)	985
19–ᒥᑦ 23–ᒧᑦ	367 (40.4%)	542 (59.6%)	909
24–ᒥᑦ 35–ᒧᑦ	188 (14.6%)	1099 (85.4%)	1287
ᒪᓕᒐᓂᒃ ᐅᖃᓕᒫᓄᑦ ᐊᑐᐃᓕᓴᖅᑐᑦ	32 (10.3%)	280 (89.7%)	312
ᐃᓕᓴᐃᔨᑦ	110 (14.7%)	636 (85.3%)	746
ᐃᓕᓴᐃᔨᑦ	20 (14.5%)	118 (85.5%)	138
ᑲᑎᒪᔨᖏᑦ	1759 (33.3%)	3519 (66.7%)	5278

Distribution of the GNWT Employees by Occupational Group

Headquarters			
Occupational Groups	**Indigenous Aboriginal**	**Other Employees**	**Total Employees**
Management	13 (5.9%)	208 (94.1%)	221
Professional	4 (2.1%)	186 (97.9%)	190
Technical	18 (5.7%)	298 (94.3%)	316
Administrative Services	116 (15.0%)	657 (85.0%)	773
Operational (Labour & Trades)	62 (48.8%)	65 (51.2%)	127
Operational (Program Delivery)	65 (26.5%)	180 (73.5%)	245
Trainees	27 (90.0%)	3 (10.0%)	30
Education Leave	17 (51.5%)	16 (48.5%)	33
Unclassified	12 (18.5%)	53 (81.5%)	65
Total	334 (16.7%)	1666 (83.3%)	2000

Stanton Yellowknife Hospital not included

Fort Smith			
Occupational Groups	**Indigenous Aboriginal**	**Other Employees**	**Total Employees**
Management	4 (10.3%)	35 (89.7%)	39
Professional	31 (11.6%)	236 (88.4%)	267
Technical	6 (18.2%)	27 (81.8%)	33
Administrative Services	73 (42.7%)	98 (57.3%)	171
Operational (Labour & Trades)	171 (67.9%)	81 (32.1%)	252
Operational (Program Delivery)	121 (54.3%)	102 (45.7%)	223
Trainees	14 (87.5%)	2 (12.5%)	16
Education Leave	2 (50.0%)	2 (50.0%)	4
Unclassified	8 (42.1%)	11 (57.9%)	19
Total	430 (42.0%)	594 (58.0%)	1024

Fort Smith Health Centre not included

Inuvik			
Occupational Groups	**Indigenous Aboriginal**	**Other Employees**	**Total Employees**
Management	3 (11.1%)	24 (88.9%)	27
Professional	21 (10.0%)	189 (90.0%)	210
Technical	2 (4.8%)	40 (95.2%)	42
Administrative Services	47 (41.2%)	67 (58.8%)	114
Operational (Labour & Trades)	109 (64.1%)	61 (35.9%)	170
Operational (Program Delivery)	72 (57.1%)	54 (42.9%)	126
Trainees	6 (85.7%)	1 (14.3%)	7
Education Leave	3 (60.0%)	2 (40.0%)	5
Unclassified	1 (10.0%)	9 (90.0%)	10
Total	264 (37.1%)	447 (62.9%)	711

ᐊᓂᔪᓂᖅᓯᒪᔪᑦ ᑲᓇᑕᒫᑦ ᓄᓇᕗᒻᒥᐅᑦ ᐃᓕᓴᕐᓂᐊᕐᓂᖅᐸᑦ ᐱᓕᕆᓂᖅᓴᓐ

ᐊᓂᓚᐅᑦ ᐊᐃᔪᓂᖅᓯᒪᔪᑦ	ᓄᓇᕗᑦᓂᖅᐹᓂᑦ	ᑭᒃᑯᑦ ᐃᖅᓯᐅᔨᓂᖅᑐᑦ	ᑲᑎᒪᔨᑦ ᐃᖅᓯᐅᔨᓂᖅᓂᑦ (ᐱᓇᓱᑦ)
ᐅᖃᓕᒫᖅ			
ᐅᓂᓯᒪᔪᖅ	13 (5.9%)	208 (94.1%)	221
ᐃᓂᓯᒪᔪᓐ	4 (2.1%)	186 (97.9%)	190
ᐃᓚᒋᑲᓐᓂᑦ ᐃᓂᓯᒪᔪᓐ	18 (5.7%)	298 (94.3%)	316
ᐅᖃᓕᒫᖅ ᐱᓇᓱᐊᕆᔨᓂᖅ	116 (15.0%)	657 (85.0%)	773
ᐊᐅᓚᑦᓂᖅ ᑭᒃᓴᑦ ᐱᓇᓴᐅᑉ	62 (48.8%)	65 (51.2%)	127
ᐊᐅᓚᑦᓂᖅ ᐱᓇᓱᒻᒪᕆᐊᓂᐅᑉ	65 (26.5%)	180 (73.5%)	245
ᐃᑲᔪᖅᑎᑦ	27 (90.0%)	3 (10.0%)	30
ᐃᓕᓴᐅᒪᓐᓂᕆᒪᓕᒡᓗᑦ ᓂᕆᔨᒋᐊᑦᑐᓐᓂᖅ	17 (51.5%)	16 (48.5%)	33
ᐃᖅᓯᐅᔨᓕᓇᖅᓯᓂᑦ	12 (18.5%)	53 (81.5%)	65
ᑲᑎᒪᔨᑦ	334 (16.7%)	1666 (83.3%)	2000

ᓴᓴᓐ ᒫᓐᒪᐃᑉ ᑐᓴᐃᒋᑦ ᐃᓕᓐᓂᕐᓂᖅ

ᑐᐃᑦ ᓱᒋᑦ

ᐊᓂᓚᐅᑦ ᐊᐃᔪᓂᖅᓯᒪᔪᑦ	ᓄᓇᕗᑦᓂᖅᐹᓂᑦ	ᑭᒃᑯᑦ ᐃᖅᓯᐅᔨᓂᖅᑐᑦ	ᑲᑎᒪᔨᑦ ᐃᖅᓯᐅᔨᓂᖅᓂᑦ (ᐱᓇᓱᑦ)
ᐅᖃᓕᒫᖅ	4 (10.3%)	35 (89.7%)	39
ᐃᓂᓯᒪᔪᓐ	31 (11.6%)	236 (88.4%)	267
ᐃᓚᒋᑲᓐᓂᑦ ᐃᓂᓯᒪᔪᓐ	6 (18.2%)	27 (81.8%)	33
ᐅᖃᓕᒫᖅ ᐱᓇᓱᐊᕆᔨᓂᖅ	73 (42.7%)	98 (57.3%)	171
ᐊᐅᓚᑦᓂᖅ ᑭᒃᓴᑦ ᐱᓇᓴᐅᑉ	171 (67.9%)	81 (32.1%)	252
ᐊᐅᓚᑦᓂᖅ ᐱᓇᓱᒻᒪᕆᐊᓂᐅᑉ	121 (54.3%)	102 (45.7%)	223
ᐃᑲᔪᖅᑎᑦ	14 (87.5%)	2 (12.5%)	16
ᐃᓕᓴᐅᒪᓐᓂᕆᒪᓕᒡᓗᑦ ᓂᕆᔨᒋᐊᑦᑐᓐᓂᖅ	2 (50.0%)	2 (50.0%)	4
ᐃᖅᓯᐅᔨᓕᓇᖅᓯᓂᑦ	8 (42.1%)	11 (57.9%)	19
ᑲᑎᒪᔨᑦ	430 (42.0%)	594 (58.0%)	1024

ᑐᐃᑦ ᓱᒋᑦ ᒫᓐᒪᐃᑉ ᐃᓕᓐᓂᕐᓂᖅ

ᐃᓅᓴᐃᑉ

ᐊᓂᓚᐅᑦ ᐊᐃᔪᓂᖅᓯᒪᔪᑦ	ᓄᓇᕗᑦᓂᖅᐹᓂᑦ	ᑭᒃᑯᑦ ᐃᖅᓯᐅᔨᓂᖅᑐᑦ	ᑲᑎᒪᔨᑦ ᐃᖅᓯᐅᔨᓂᖅᓂᑦ (ᐱᓇᓱᑦ)
ᐅᖃᓕᒫᖅ	3 (11.1%)	24 (88.9%)	27
ᐃᓂᓯᒪᔪᓐ	21 (10.0%)	189 (90.0%)	210
ᐃᓚᒋᑲᓐᓂᑦ ᐃᓂᓯᒪᔪᓐ	2 (4.8%)	40 (95.2%)	42
ᐅᖃᓕᒫᖅ ᐱᓇᓱᐊᕆᔨᓂᖅ	47 (41.2%)	67 (58.8%)	114
ᐊᐅᓚᑦᓂᖅ ᑭᒃᓴᑦ ᐱᓇᓴᐅᑉ	109 (64.1%)	61 (35.9%)	170
ᐊᐅᓚᑦᓂᖅ ᐱᓇᓱᒻᒪᕆᐊᓂᐅᑉ	72 (57.1%)	54 (42.9%)	126
ᐃᑲᔪᖅᑎᑦ	6 (85.7%)	1 (14.3%)	7
ᐃᓕᓴᐅᒪᓐᓂᕆᒪᓕᒡᓗᑦ ᓂᕆᔨᒋᐊᑦᑐᓐᓂᖅ	3 (60.0%)	2 (40.0%)	5
ᐃᖅᓯᐅᔨᓕᓇᖅᓯᓂᑦ	1 (10.0%)	9 (90.0%)	10
ᑲᑎᒪᔨᑦ	264 (37.1%)	447 (62.9%)	711

Distribution of the GNWT Employees by Occupational Group

Baffin			
Occupational Groups	Indigenous Aboriginal	Other Employees	Total Employees
Management	2 (7.1%)	26 (92.9%)	28
Professional	47 (17.7%)	219 (82.3%)	266
Technical	2 (12.5%)	14 (87.5%)	16
Administrative Services	63 (50.4%)	62 (49.6%)	125
Operational (Labour & Trades)	72 (69.9%)	31 (30.1%)	103
Operational (Program Delivery)	124 (64.6%)	68 (35.4%)	192
Trainees	13 (100.0%)	0 (0.0%)	13
Education Leave	2 (40.0%)	3 (60.0%)	5
Unclassified	6 (75.0%)	2 (25.0%)	8
Total	331 (43.8%)	425 (56.2%)	756

Baffin Regional Health Board not included

Keewatin			
Occupational Groups	Indigenous Aboriginal	Other Employees	Total Employees
Management	4 (23.5%)	13 (76.5%)	17
Professional	19 (14.1%)	116 (85.9%)	135
Technical	4 (20.0%)	16 (80.0%)	20
Administrative Services	50 (61.7%)	31 (38.3%)	81
Operational (Labour & Trades)	63 (85.1%)	11 (14.9%)	74
Operational (Program Delivery)	88 (75.2%)	29 (24.8%)	117
Trainees	7 (100.0%)	0 (0.0%)	7
Education Leave	1 (25.0%)	3 (75.0%)	4
Unclassified	2 (33.3%)	4 (66.7%)	6
Total	238 (51.6%)	223 (48.4%)	461

Kitikmeot			
Occupational Groups	Indigenous Aboriginal	Other Employees	Total Employees
Management	2 (11.1%)	16 (88.9%)	18
Professional	10 (10.2%)	88 (89.8%)	98
Technical	5 (31.3%)	11 (68.8%)	16
Administrative Services	36 (63.2%)	21 (36.8%)	57
Operational (Labour & Trades)	52 (91.2%)	5 (8.8%)	57
Operational (Program Delivery)	46 (67.6%)	22 (32.4%)	68
Trainees	6 (100.0%)	0 (0.0%)	6
Education Leave	0 (0.0%)	0 (0.0%)	0
Unclassified	5 (83.3%)	1 (16.7%)	6
Total	162 (49.7%)	164 (50.3%)	326

ᖃᓄᐃᑦ ᑲᑎᒪᔨᖏᑦ	ᓄᓇᕗᑦ	ᖃᓄᖅ ᐃᓚᐃᓕᓴᕐᓂᖅ	ᑲᑎᒪᔨᖏᑦ ᐃᓚᐃᓕᓴᕐᓂᖅ (%)
ᖃᓄᐃᑦ	2 (7.1%)	26 (92.9%)	28
ᐃᓕᓴᕐᓂᖅ	47 (17.7%)	219 (82.3%)	266
ᐃᓚᖏᓪᓗᓂ ᐃᓕᓴᕐᓂᖅ	2 (12.5%)	14 (87.5%)	16
ᖃᓄᐃᑦ ᐱᓕᕆᔨᒃᑯᑦ	63 (50.4%)	62 (49.6%)	125
ᐅᑉᓯᓚᑦ ᖃᓄᖅ ᐱᓕᕆᔨᒃᑯᑦ	72 (69.9%)	31 (30.1%)	103
ᐅᑉᓯᓚᑦ ᐱᓕᕆᔨᒪᔪᓂᒃᑯᑦ	124 (64.6%)	68 (35.4%)	192
ᐃᑲᔪᖅᑎᑦ	13 (100.0%)	0 (0.0%)	13
ᐃᓕᓴᕐᓂᐊᖅᑐᓂᒃᓴᓂᒃ ᓄᖅᑲᓪᓚᑲᒃᑲᓂᒃ	2 (40.0%)	3 (60.0%)	5
ᐃᖏᓐᓇᐃᓕᓴᕐᓂᑦᑎᓂᑦ	6 (75.0%)	2 (25.0%)	8
ᓄᓇᕗᑦ	331 (43.8%)	425 (56.2%)	756

ᖃᓄᐃᓕᓐᓂ ᐅᓂᒃᑳᖅ ᓄᓇᓕᑦ ᐃᓕᓴᕐᓂᑦ

ᐊᓂᓐᑦ ᑲᑎᒪᔨᖏᑦ	ᓄᓇᕗᑦ	ᖃᓄᖅ ᐃᖏᓐᓇᐃᓕᓴᕐᓂᖅ	ᑲᑎᒪᔨᖏᑦ ᐃᓚᐃᓕᓴᕐᓂᖅ (%)
ᖃᓄᐃᑦ	4 (23.5%)	13 (76.5%)	17
ᐃᓕᓴᕐᓂᖅ	19 (14.1%)	116 (85.9%)	135
ᐃᓚᖏᓪᓗᓂ ᐃᓕᓴᕐᓂᖅ	4 (20.0%)	16 (80.0%)	20
ᖃᓄᐃᑦ ᐱᓕᕆᔨᒃᑯᑦ	50 (61.7%)	31 (38.3%)	81
ᐅᑉᓯᓚᑦ ᖃᓄᖅ ᐱᓕᕆᔨᒃᑯᑦ	63 (85.1%)	11 (14.9%)	74
ᐅᑉᓯᓚᑦ ᐱᓕᕆᔨᒪᔪᓂᒃᑯᑦ	88 (75.2%)	29 (24.8%)	117
ᐃᑲᔪᖅᑎᑦ	7 (100.0%)	0 (0.0%)	7
ᐃᓕᓴᕐᓂᐊᖅᑐᓂᒃᓴᓂᒃ ᓄᖅᑲᓪᓚᑲᒃᑲᓂᒃ	1 (25.0%)	3 (75.0%)	4
ᐃᖏᓐᓇᐃᓕᓴᕐᓂᑦᑎᓂᑦ	2 (33.3%)	4 (66.7%)	6
ᓄᓇᕗᑦ	238 (51.6%)	223 (48.4%)	461

ᐊᓂᓐᑦ ᑲᑎᒪᔨᖏᑦ	ᓄᓇᕗᑦ	ᖃᓄᖅ ᐃᖏᓐᓇᐃᓕᓴᕐᓂᖅ	ᑲᑎᒪᔨᖏᑦ ᐃᓚᐃᓕᓴᕐᓂᖅ (%)
ᖃᓄᐃᑦ	2 (11.1%)	16 (88.9%)	18
ᐃᓕᓴᕐᓂᖅ	10 (10.2%)	88 (89.8%)	98
ᐃᓚᖏᓪᓗᓂ ᐃᓕᓴᕐᓂᖅ	5 (31.3%)	11 (68.8%)	16
ᖃᓄᐃᑦ ᐱᓕᕆᔨᒃᑯᑦ	36 (63.2%)	21 (36.8%)	57
ᐅᑉᓯᓚᑦ ᖃᓄᖅ ᐱᓕᕆᔨᒃᑯᑦ	52 (91.2%)	5 (8.8%)	57
ᐅᑉᓯᓚᑦ ᐱᓕᕆᔨᒪᔪᓂᒃᑯᑦ	46 (67.6%)	22 (32.4%)	68
ᐃᑲᔪᖅᑎᑦ	6 (100.0%)	0 (0.0%)	6
ᐃᓕᓴᕐᓂᐊᖅᑐᓂᒃᓴᓂᒃ ᓄᖅᑲᓪᓚᑲᒃᑲᓂᒃ	0 (0.0%)	0 (0.0%)	0
ᐃᖏᓐᓇᐃᓕᓴᕐᓂᑦᑎᓂᑦ	5 (83.3%)	1 (16.7%)	6
ᓄᓇᕗᑦ	162 (49.7%)	164 (50.3%)	326

Distribution of the GNWT Employees by Occupational Group

All Regions			
Occupational Groups	**Indigenous Aboriginal**	**Other Employees**	**Total Employees**
Management	28 (8.0%)	322 (92.0%)	350
Professional	132 (11.3%)	1034 (88.7%)	1166
Technical	37 (8.4 %)	406 (91.6%)	443
Administrative Services	385 (29.1%)	936 (70.9%)	1321
Operational (Labour & Trades)	529 (67.6%)	254 (32.4%)	783
Operational (Program Delivery)	516 (53.1%)	455 (46.9%)	971
Trainees	73 (92.4%)	6 (7.6%)	79
Education Leave	25 (49.0%)	26 (51.0%)	51
Unclassified	34 (29.8%)	80 (70.2%)	114
Total	1759 (33.3%)	3519 (66.7%)	5278

Competitions by Region

Region	Competitions	Applications	Positions filled	Avg no. of competitions per staffing officer	Avg no. of days to fill a competition
Fort Simpson	77	403	57	34	51
Fort Smith	229	1468	202	76	49
Inuvik*	155	1204	131	52	45
Baffin	243	1509	164	55	46
Keewatin	267	1575	200	67	40
Kitikmeot	132	873	106	44	43
Headquarters	798	10864	610	80	47
Total	1901	17896	1470	408	46

Note: Average does not include 33 competitions which were delayed by appeals.
* *Does not include competitions for teacher positions*

Applicants by Sex and Ethnicity

	MALE		FEMALE	
Region/Area	**Aboriginal**	**Non-Aboriginal/ Unknown**	**Aboriginal**	**Non-Aboriginal/ Unknown**
Baffin	156	708	216	398
Fort Simpson	52	218	64	69
Fort Smith	263	585	256	364
Inuvik	176	517	270	395
Keewatin	273	545	381	376
Kitikmeot	108	490	112	163
Yellowknife	414	4749	771	4930
Total	1442	7812	2010	6695

ᓄᓇᕗᑦ ᐊᑐᕐᓇᖅᑐᖅ ᑕᒪᑐᐊᕐ			
ᐱᓕᕆᓂᖅ ᐊᑐᕐᓇᖅᑐᖅ	ᓄᓇᕗᒻᒥᐅᑦ	ᓂᕆᐅᑦ ᐃᓄᐃᑦᑎᓂᖅ	ᑲᑎᒪᓂᖅ ᐃᓄᐃᑦᑎᓂᒃᑯᑦ ᐱᓇᓱᐊᖅ)
ᓂᕿᓂᖅ	28 (8.0%)	322 (92.0%)	350
ᐃᓕᓴᕐᓂᖅ	132 (11.3%)	1034 (88.7%)	1166
ᐃᓚᒋᑲᓪᓚᒃ ᐃᓕᓴᕐᓂᖅ	37 (8.4 %)	406 (91.6%)	443
ᓂᕿᓂᖅ ᐱᓕᕆᔨᓄᑦ	385 (29.1%)	936 (70.9%)	1321
ᐅᒃᑯᓂᑦ ᓂᕿᓐᓄᑦ ᐱᓕᕆᔨᐅᑉ	529 (67.6%)	254 (32.4%)	783
ᐅᒃᑯᓂᑦ ᐱᓕᕆᓂᐊᕐᓇᐅᑉ	516 (53.1%)	455 (46.9%)	971
ᐃᑲᓴᖅᑐᑦ	73 (92.4%)	6 (7.6%)	79
ᐃᓕᓐᓂᐅᕐᓂᕆᓚᐅᖅᑐᓂᒃ ᓄᖅᑭᓚᐅᑲᓐᓂᒃ	25 (49.0%)	26 (51.0%)	51
ᐃᖏᓚᐃᔭᖅᑎᓇᖅᓯᓂᑦ	34 (29.8%)	80 (70.2%)	114
ᑲᑎᒪᓂᖅ	1759 (33.3%)	3519 (66.7%)	5278

ᓂᕆᐊᖅᓯᓐᓂᖅ ᓄᓇᕗᑦ ᐊᑐᕐᓇᖅᑐᓕᕆᓂᕐᒥᔪᑦ

ᓄᓇᕗᑦ ᐊᑐᕐᓇᖅᑐᖅ	ᓂᕆᐊᖅᓯᓐᓂᖅ	ᐱᓕᕆᔨᓄᑦ	ᐃᖏᓚᐃᔭᖅᑎᓇᖅᑐᖅ	ᐊᑎᓕᕆᔨᓂᖅ ᓂᕆᐊᖅᓯᓐᓂᖅ ᐃᖏᓚᐃᔭᖅᑎᓂᒃᑯᑦ ᓂᕿᓂᖅ	ᐊᑎᓕᕆᔨᓂᖅ ᑲᑎᒪᓂᖅ ᐱᓕᕆᔨᐅᑉ
ᑲᓇᑕ ᓴᓴᓐ	77	403	57	34	51
ᑲᓇᑕ ᓴᑦᑕ	229	1468	202	76	49
ᐃᓕᓐᓄᐊᑦ ᓐ	155	1204	131	52	45
ᐊᐅᓚᓪᓕᓐ	243	1509	164	55	46
ᑭᓯᓚᓐ	267	1575	200	67	40
ᐊᑎᖅᑎᑐᑦ	132	873	106	44	43
ᓂᕿᓂᖅ	798	10864	610	80	47
ᑲᑎᒪᓂᖅ	1901	17896	1470	408	46

ᑕᐃᒪᓐᓂᖅ ᓂᕿᓂᖅ ᐃᓚᖏᓴᖅᓯᓂᑦ 33-ᓴᓇᓂᓐ ᓂᕆᐊᖅᓯᓐᓂᓐ ᑭᓴᓐᓂᕐᑎᑦᓯᐊᓕᓐᓂᓐ ᐅᓐᓄᓴᖅᓱᓐᓂᑦ ᐃᓚᖏᓴᖅᓯᓂᑦᑎᓂᒃ ᐅᓂᒃᑳᖅᑐᓂᒃᓴᓂᑦ ᐱᓕᕆᔨᓄᑦ

ᐱᓇᓱᐊᖅᑐᑦ ᐊᑐᐃᑎᑕᐅᓂᖓᔪᑦ/ᐊᑐᓇᑕᐅᓂᖓᔪᑦ ᓇᓂᓴᓐᓂᖓᔪᓐᓃᑦ

	ᐊᑐᑦ		ᐊᓐᓂ	
ᓄᓇᕗᑦ ᐊᑐᕐᓇᖅᑐᖅ/ ᓄᓇᕗᓕᕆᔨᓂᖅ	ᓄᓇᖅᑲᓂᓕᖅ	ᓄᓇᖅᑲᓂᓕᖅᓂᕐᒥᑦ ᖃᐅᔨᓴᓂᖅᓯᓂᑦ	ᓄᓇᖅᑲᓂᓕᖅ	ᓄᓇᖅᑲᓂᓕᖅᓂᕐᒥᑦ ᖃᐅᔨᓴᓂᖅᓯᓂᑦ
ᐊᐅᓚᓪᓕᓐ	156	708	216	398
ᑲᓇᑕ ᓴᓴᓐ	52	218	64	69
ᑲᓇᑕ ᓴᑦᑕ	263	585	256	364
ᐃᓕᓐᓄᐊᑦ	176	517	270	395
ᑭᓯᓚᓐ	273	545	381	376
ᐊᑎᖅᑎᑐᑦ	108	490	112	163
ᑲᓪᓚᐃ	414	4749	771	4930
ᑲᑎᒪᓂᖅ	1442	7812	2010	6695

Applicants Interviewed by Sex and Ethnicity

	MALE		FEMALE	
Region/Area	Aboriginal	Non-Aboriginal/ Unknown	Aboriginal	Non-Aboriginal/ Unknown
Baffin	34	114	81	75
Fort Simpson	17	22	28	23
Fort Smith	110	141	132	169
Inuvik	49	108	88	128
Keewatin	48	60	108	81
Kitikmeot	42	71	55	44
Yellowknife	97	611	164	674
Total	397	1127	656	1194

Grievances

Department	Number of grievances forwarded to third level in 1990	Number of grievances carried over from previous years	Number resolved in 1990	Number forwarded in 1990
Arctic College	6	1	2	5
Culture & Comm.	5	-	1	4
Econ. Dev. & Tour.	3	-	1	2
Education	10	3	10	3
Executive	-	1	-	1
Finance	2	1	-	1
Gov. Services	3	6	7	2
Health	14	4	13	5
Justice	1	2	2	1
MACA	-	1	-	1
NWTHC	-	2	2	-
NWTPC	5	2	3	4
Public Works	9	6	11	4
Renewable Resources	3	-	1	2
Safety & Public Serv.	2	-	2	-
Social Services	14	6	9	11
Transportation	2	-	-	1
Workers Compensation	2	-	-	1
Union Policy Grievance	2	1	-	3
Total	83	35	64	51

ᐱᓕᒪᓐᓇᑦ ᐊᐱᖓᓂᑦᑕᑦ ᐅᓇᐅᓂᖏᓐᓂᑦ/ᐅᖃᐅᑎᓂᖏᓐᓂᑦ ᑭᓇᐅᓂᖏᓐᓄᑦ

	ᐅᖓᑦ		ᑭᓇᐅ	
ᓄᓇᑦ ᐊᐱᕐᓵᒪᓂᑦ/ ᓄᓕᕆᓂᑦ	ᓄᑖᖅᑐᓂᒃ	ᓄᑖᖅᑐᓂᒃᓄᐃᑦᓯᒪᔪᓂᑦ ᖃᐅᔨᓴᖅᑎᓪᓗᓂᑦ	ᓄᑖᖅᑐᓂᒃ	ᓄᑖᖅᑐᓂᒃᓄᐃᑦᓯᒪᔪᓂᑦ ᖃᐅᔨᓴᖅᑎᓪᓗᓂᑦ
ᐱᐱᓪᓚᓐ	34	114	81	75
ᑐᐊᑦ ᓯᓚᐅ	17	22	28	23
ᑐᐊᑦ ᓴᒥ	110	141	132	169
ᐃᓅᓕᐅ	49	108	88	128
ᑭᑦᓭᓐ	48	60	108	81
ᐱᑎᕐᑕᑦ	42	71	55	44
ᑲᓪᓚᐃ	97	611	164	674
ᑲᑎᒪᓂᒃ	397	1127	656	1194

ᓇᓱᒪᓂᓕᐅᑎᖃᖅᑎᓯᓐᓄᑦ

ᐃᖃᓗᓐᓂᒃᑐᖅᑐᖅ ᖃᓄᐃᓕᐅᕈᑎᒃ	ᐊᒥᓱᓂᑦ ᓇᓱᒪᓂᓕᐅᕈᑎᖃᖅᑎᓯᓐᓄᑦ ᐅᖃᐅᓯᓇᐅᑉᐳᑦ 1990-ᒥ	ᐊᒥᓱᓂᑦ ᓇᓱᒪᓂᓕᐅᕈᑎᖃᖅᑎᓯᓐᓄᑦ ᐱᓕᕆᐊᖃᑉᐳᑦ ᐅᑎᐅᓂ ᖃᓄᐃᓐᓇᓂ	ᐊᒥᓱᓂᑦ ᐱᓕᕆᐊᖃᑉᐳᑦ 1990-ᒥ	ᐊᒥᓱᓂᑦ ᐊᓯᖏᓐᓂᖅᑐᑉᐳᑦ
ᐅᑎᐅᓪᓗᓐᓃ ᓴᓪᓕᓐᓂᖅᓱᐃᑦ	6	1	2	5
ᐃᓕᓴᕐᓂᐊᓕᒃ ᐅᖃᐅᓯᓂᐊᓕᒃ	5	-	1	4
ᐱᑦᓯᐊᖅᑎᓯᓚᐅᖅᓱᐃᑦ ᑐᓴᕐᓯᓗᓂᓚᐅᖅᓱᓐᓄᑦ	3	-	1	2
ᐃᓕᓐᓄᐊᕐᓂᐊᓂᓐ	10	3	10	3
ᑭᖑᓂᖅ	-	1	-	1
ᑭᐃᐅᓂᐊᓂᓐ	2	1	-	1
ᑲᑎᒪᓂᒃ ᐱᓂᓚᐅᑦ	3	6	7	2
ᑭᓄᖑᑕᐃᓂᓐ	14	4	13	5
ᐃᖅᓯᐃᐅᑉᐳᓂᓐ	1	2	2	1
ᓄᓇᑦ ᑲᓪᓕᑦ	-	1	-	1
ᓄᓴᕐᕕᖓ ᐃᓐᓴᓂᐃᓕᖅᑐᒃ	-	2	2	-
ᓄᓴᕐᕕᖓ ᐃᓚᓂᓚᐅᖅᓱᒃ	5	2	3	4
ᓴᓂᓂᓚᐅᖅᓱᒃ	9	6	11	4
ᐅᒪᓂᓚᐅᖅᓱᒃ	3	-	1	2
ᑭᓄᖑᑕᐃᓂᑎᓕᐅᖅᓱᐃᑦ ᓴᓂᓂᓚᐅᖅᓱᓐᓄᑦ	2	-	2	-
ᐃᓂᓂᓚᐅᖅᓱᒃ	14	6	9	11
ᐊᐅᓚᓂᖅᑐᑦᓯᒪᔪᓚᐅᖅᓱᒃ	2	-	-	1
ᐱᓂᓚᐅᖅ ᑭᓄᓐᓃ ᐊᑭᓐᑕᐅᓂᖓᓂᑦ	2	-	-	1
ᑲᑎᓴᖑᑎᑦ ᓴᓂᓚᐅᖅ ᐃᓄᖑᑦᓂᑕᐅᓚᓂᑦ	2	1	-	3
ᑲᑎᒪᓂᒃ	83	35	64	51

Position Classification Activity by Region, 1990

	Positions Classified	Average Processing Time (days)	Positions Outstanding
Headquarters	950	17.3	23
Fort Smith/Fort Simpson	324	8.5	3
Inuvik	154	12.0	4
Baffin	154	12.1	2
Keewatin	71	9.1	1
Kitikmeot	75	8.7	2
Total	1728	11.3	35

Long Service Awards by Region, 1990

	5 YRS	10 YRS	15 YRS	20 YRS	Total
Fort Smith	46	33	21	12	112
Fort Simpson	6	1	1	20	28
Inuvik	19	7	3	4	33
Baffin	27	19	9	14	69
Keewatin	20	11	4	2	37
Kitikmeot	13	10	5	-	28
Headquarters	118	59	32	22	231
Total	249	140	75	74	538

ᐱᓕᓇᐟᐊᐅᓪᓚᓕ ᖃᓄᐃᓐᓂᓕᒃ ᓄᓇᐃᑦ ᐊᐃᑎᑐᖏᓐᓇᓕᓂᑎᒍᑦ 1990–Γ

	ᐱᓕᓇᐟᐊᖏᑐᓕ	ᐃᓕᓴᕐᓂᓕ ᐱᓕᕆᓂᖅ ᐃᑲᖏᓕ ᑭᓱᑎᒍᑦ	ᐱᓕᓇᐟᐊᖏᑐᓕ ᑭᖑᓪᓗᒍᑦ
ᐊᖑᓚᖅᑐᑦ	950	17.3	23
ᑐᓂᓯ ᓴᒥᑦ/ᑐᓂᓯ ᓯᓚᐅ	324	8.5	3
ᐃᓱᐊᓘ	154	12.0	4
ᕿᕿᓐᓄᓘ	154	12.1	2
ᑭᑦᓂᓐ	71	9.1	1
ᕿᑎᕐᑕᑦ	75	8.7	2
ᐊᑎᑦᓄᑦ	1728	11.3	35

ᐊᑯᓂ ᐃᖃᓗᐃᑦᓂᔪᑦ ᑐᓴᕆᑦ ᓄᓇᐃᑦ ᐊᐃᑎᑐᖏᓐᓇᓕᓂᑎᒍᑦ 1990–Γ

	ᑭᑎᑦ 5	ᑭᑎᑦ 10	ᑭᑎᑦ 15	ᑭᑎᑦ 20	ᐊᑎᑦᓄᑦ
ᑐᓂ ᓴᒥᑦ	46	33	21	12	112
ᑐᓂ ᓯᓚᐅ	6	1	1	20	28
ᐃᓱᐊᓘ	19	7	3	4	33
ᕿᕿᓐᓄᓘᓐᓂ	27	19	9	14	69
ᑭᑦᓂᓐᓂ	20	11	4	2	37
ᕿᑎᕐᑕᑦ	13	10	5	-	28
ᐊᖑᓚᖅᑐᑦ	118	59	32	22	231
ᐊᑎᑦᓄᑦ	249	140	75	74	538